

## Uzbekistan

Exchange rate: US\$1.00 equals 1,318 soms.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1956.

**Current law:** 1993 (state pension), with amendments.

**Type of program:** Social insurance and social assistance system.

Local authorities and employers may provide supplementary benefits out of their own budgets.

#### Coverage

**Social insurance:** All employed persons residing in Uzbekistan.

**Social pension:** Needy elderly and disabled pensioners and certain other categories of residents, including victims of the Chernobyl catastrophe.

#### Source of Funds

**Insured person:** 2.5% of wages.

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

**Self-employed person:** A monthly contribution of at least the value of the national minimum wage; self-employed persons who are of retirement age and disabled self-employed persons contribute at least 50% of this amount.

The self-employed person's contributions also finance family allowances.

**Employer:** 31% of total payroll; plus 0.5% of the value of gross sales (goods and services) or gross revenue.

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

**Government:** Subsidies as needed and the total cost of social pensions.

Government subsidies also finance cash sickness and maternity benefits, work injury benefits, and family allowances.

#### Qualifying Conditions

**Old-age pension:** Age 60 (men) with 25 years of covered employment or age 55 (women) with 20 years of covered employment. Retirement from employment is necessary.

The qualifying conditions are reduced for those working in hazardous or arduous employment or in ecologically damaged areas, for unemployed older workers, for teachers with at least 25 years of service, and for other categories of workers.

Pensions are not payable abroad; a lump sum equal to 6 months of benefits is paid to pensioners before they emigrate permanently.

**Social pension (old-age):** Paid to needy old-age pensioners.

**Disability pension:** Paid according to three categories of disability: totally disabled, incapable of any work, and requiring constant attendance (Group I); totally disabled, incapable of any work, and not requiring constant attendance (Group II); and partially disabled and incapable of usual work (Group III).

The insured must have a minimum of between 1 and 15 years of covered employment, depending on age when the disability began.

An expert medical commission assesses the degree of disability.

Pensions are not payable abroad; a lump sum equal to 6 months of benefits is paid to pensioners before they leave the country permanently.

**Social pension (disability):** Paid to needy disabled pensioners.

**Survivor pension:** The deceased must have had between 1 and 15 years of covered employment, depending on age at the time of death. The pension is paid to surviving children regardless of whether they were dependent on the deceased and to nonworking dependents (including the spouse; either parent, if disabled and not of pensionable age; and grandparents, if no other support is available).

Pensions are not payable abroad; a lump sum equal to 6 months of benefits is paid to pensioners before they emigrate permanently.

**Social pension (survivors):** Paid to needy orphans.

#### Old-Age Benefits

**Old-age pension:** The pension is paid according to two income categories.

**First tier (high-wage):** With at least 25 years (men) or 20 years (women) of covered employment, insured persons receive 55% of average earnings, but not less than 100% of the national minimum wage.

Average earnings are based on the average wage over any consecutive 5-year period.

The minimum pension for high-wage insured persons varies between 50% of the national minimum wage (with less than 25 years (men) or 20 years (women) of covered employment) and 100% of the national minimum wage (with

at least 25 years (men) or 20 years (women) of covered employment).

The maximum pension for high-wage insured persons with at least 25 years (men) or 20 years (women) of covered employment is 5.25 times the minimum wage.

The national minimum wage is 18,630 soms.

*Second tier:* Insured persons receive 1% of average earnings a month for every year of service.

**Social pension (old-age):** Special pensions are awarded to certain categories of older persons, including war veterans and former military personnel.

Benefit adjustment: Periodic benefit adjustments according to changes in the cost of living.

### **Permanent Disability Benefits**

**Disability pension:** The pension depends on the severity of the assessed disability: totally disabled, incapable of any work, and requiring constant attendance (Group I); totally disabled, incapable of any work, and not requiring constant attendance (Group II); and partially disabled and incapable of usual work (Group III).

For a Group I disability with less than 25 years (men) or 20 years (women) of covered employment, the pension is equal to 55% of average earnings over any consecutive 5-year period; 100% of the high-wage old-age pension with at least 25 years of covered employment (men) or 20 years of covered employment (women), plus a constant-attendance supplement.

For a Group II disability with less than 25 years (men) or 20 years (women) of covered employment, the pension is equal to 55% of average earnings; 100% of the high-wage old-age pension with at least 25 years of covered employment (men) or 20 years of covered employment (women).

For a Group III disability, the pension is equal to 30% of earnings.

The minimum pension for a Group I or II disability is 100% of the minimum high-wage old-age pension; for a Group III disability, 50% of the minimum high-wage old-age pension.

Partial pension: If the insured does not have the required number of years of covered employment, a percentage of the full pension is paid according to the number of years below the required number of years of covered employment.

**Social pension (disability):** A social pension is paid for Group I disabled adults if the disability began in childhood and for disabled children younger than age 16. The monthly pension is equal to 100% of the minimum high-wage old-age pension. The monthly pension for a Group II disabled adults is equal to 50% of the minimum high-wage old-age pension; for a Group III disabled adults, 30% of the minimum high-wage old-age pension.

Benefit adjustment: Periodic benefit adjustments according to changes in the cost of living.

### **Survivor Benefits**

**Survivor pension:** If the deceased had 25 years (men) or 20 years (women) of covered employment, the monthly pension for each dependent survivor is equal to 30% of the deceased's average earnings over any consecutive 5-year period, but not less than 50% of the national minimum wage.

For the death of both parents or a single mother, the minimum pension is equal to 30% of the average monthly wage, but not less than the national minimum wage for the death of both parents or for the death of a single mother.

The national minimum wage is 18,630 soms.

**Social pension (survivors):** A social pension is paid to orphans younger than age 16 (no limit if disabled since childhood). The monthly pension is equal to 50% of the national minimum wage for a half orphan whose parent is receiving government support; 100% of the national minimum wage for orphans without a parent receiving government support.

The national minimum wage is 18,630 soms.

Benefit adjustment: Periodic benefit adjustments according to changes in the cost of living.

### **Administrative Organization**

Ministry of Labor and Social Protection provides general supervision and coordination.

Regional Departments of Social Protection administer the program.

### **Sickness and Maternity**

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#### **Regulatory Framework**

**First and current laws:** 1955 (temporary disability), with 1984, 1990, and 1992 amendments; and 1996 (universal medical benefits).

**Type of program:** Social insurance (sickness and maternity benefits) and universal (medical benefits) system.

#### **Coverage**

**Cash sickness and maternity benefits:** Persons in covered employment; persons on leave from employment while pursuing secondary, technical, or advanced education; and registered unemployed persons.

Exclusions: Self-employed persons.

**Medical benefits:** All persons residing in Uzbekistan.

## Source of Funds

### Insured person

**Cash benefits:** See source of funds under Old Age, Disability, and Survivors, above.

**Medical benefits:** None.

### Self-employed person

**Cash benefits:** Not applicable.

**Medical benefits:** None.

### Employer

**Cash benefits:** See source of funds under Old Age, Disability, and Survivors, above.

**Medical benefits:** None.

### Government

**Cash benefits:** See source of funds under Old Age, Disability, and Survivors, above.

**Medical benefits:** The total cost.

## Qualifying Conditions

**Cash sickness benefits:** Sickness benefits are paid according to the length of the coverage period.

**Cash maternity benefits:** There is no minimum qualifying period.

**Medical benefits:** There is no minimum qualifying period.

## Sickness and Maternity Benefits

**Sickness benefit:** With less than 5 years of uninterrupted employment, the benefit is equal to 60% of the last month of wages; 80% with between 5 and 8 years; 100% with more than 8 years (or if the insured has three or more children).

**Maternity benefit:** The benefit is equal to 100% of the insured's last wages and is paid monthly for 70 days before and 56 days after childbirth (may be extended to 70 days after childbirth in the event of complications or multiple births). Mothers caring for children younger than age 2 may receive monthly paid leave equal to 20% of the national minimum wage. Working mothers are entitled to unpaid leave for a child between ages 2 and 3.

The national minimum wage is 18,630 soms.

## Workers' Medical Benefits

Medical services are provided directly by government health providers. Benefits include general and specialist care, hospitalization, prostheses, medication, and other medical care services.

## Dependents' Medical Benefits

Medical services are provided directly by government health providers. Benefits include general and specialist care, hospitalization, prostheses, medication, and other medical care services.

## Administrative Organization

**Cash sickness and maternity benefits:** Ministry of Labor and Social Protection provides general supervision and coordination. Cash benefits are provided directly by the enterprises and by local Departments of Social Protection.

**Medical benefits:** Ministry of Health and its regional health departments provide general supervision and coordination. Ministry of Health and its local health departments administer the provision of medical services through government clinics, hospitals, maternity homes, and other facilities.

## Work Injury

### Regulatory Framework

**First and current laws:** 1955 (temporary disability) and 1993 (state pension).

**Type of program:** Social insurance (cash benefits) and universal (medical benefits) system.

Local authorities and employers may provide supplementary pension benefits out of their own budgets.

### Coverage

Employed persons.

Exclusions: Self-employed persons.

### Source of Funds

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

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

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

**Government:** See source of funds under Old Age, Disability, and Survivors, above; and the total cost of medical benefits.

### Qualifying Conditions

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

### **Temporary Disability Benefits**

The benefit is equal to 100% of average earnings, but not less than the national minimum wage, and is paid from the first day of incapacity until recovery or the award of a permanent disability pension.

The national minimum wage is 18,630 soms.

An expert medical commission assesses the degree of disability.

### **Permanent Disability Benefits**

**Permanent disability pension:** The pension depends on the severity of the assessed disability: totally disabled, incapable of any work, and requiring constant attendance (Group I); totally disabled, incapable of any work, and not requiring constant attendance (Group II); and partially disabled and incapable of usual work (Group III). For a Group I disability, the pension is equal to 55% of average earnings over any consecutive 5-year period with less than 25 years (men) or 20 years (women) of covered employment; 100% of the high-wage old-age pension with at least 25 years (men) or 20 years (women) of covered employment, plus a constant-attendance supplement.

For a Group II disability, the pension is equal to 55% of average earnings; 100% of the high-wage old-age pension with at least 25 years of covered employment (men) or 20 years of covered employment (women).

For a Group III disability, the pension is equal to 30% of earnings.

The minimum pension for a Group I or II disability is equal to 100% of the minimum high-wage old-age pension; for a Group III disability, 50% of the minimum high-wage old-age pension.

An expert medical commission assesses the degree of disability.

Pensions are payable abroad for a work injury or an occupational disease.

### **Workers' Medical Benefits**

Medical services are provided directly to patients by governmental health providers. Benefits include general and specialist care, hospitalization, laboratory services, transportation, and the full cost of appliances and medicines.

### **Survivor Benefits**

**Survivor pension:** The monthly pension is equal to 30% of the deceased's average earnings over any consecutive 5-year period for each dependent survivor.

The minimum pension is equal to 100% of the national minimum wage; 200% for a full orphan or the death of a single mother.

The national minimum wage is 18,630 soms.

### **Administrative Organization**

**Temporary disability benefits:** Enterprises and employers pay benefits to their own employees.

**Pensions:** Ministry of Labor and Social Protection provides general supervision and coordination. Regional Departments of Social Protection administer the program.

**Medical benefits:** Ministry of Health and its regional health departments provide general supervision and coordination. Ministry of Health and its local health departments administer the provision of medical services through clinics, hospitals, and other facilities.

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### **Unemployment**

#### **Regulatory Framework**

**First law:** 1992 (employment), with amendments.

**Current law:** 1998 (employment), with amendments.

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

#### **Coverage**

Citizens aged 16 to the pensionable age.

Exclusions: Self-employed persons.

#### **Source of Funds**

**Employee:** None.

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

**Employer:** 3% of payroll.

**Government:** Subsidies as needed from central and local governments.

#### **Qualifying Conditions**

**Unemployment benefit:** Must have worked for at least 12 weeks in the last 12 months; persons of working age who register as a job seeker for the first time.

Long-term unemployed: Reentrants to the workforce who have less than 12 weeks of employment in the last 12 months but have at least 1 year of total employment.

Must be registered at an employment office, able and willing to work, and receiving no income from employment. The benefit may be reduced, suspended, or terminated if the insured is discharged for violating work discipline, leaving employment without good cause, violating the conditions for a job placement or vocational training, or filing fraudulent claims.



## Unemployment Benefits

The monthly benefit is equal to 50% of average earnings in the last 26 weeks.

The minimum benefit is equal to 100% of the national minimum wage.

The maximum benefit is based on average earnings that do not exceed the national average wage.

Long-term unemployed: Skilled reentrants to the workforce receive 100% of the national minimum wage for the first 13 weeks and 75% of the national minimum wage for the following 13 weeks; unskilled reentrants to the workforce receive 75% of the national minimum wage (50% if without dependents) for 13 weeks.

First-time job seeker: 75% of the national minimum wage (50% if no dependents) is paid for 13 weeks.

Dependent's supplement: 10% of the unemployment benefit is paid monthly for each dependent younger than age 16.

The national minimum wage is 18,630 soms.

**Early retirement pension:** The old-age pension is paid to unemployed persons within 2 years of reaching pensionable age. (See old-age benefits under Old Age, Disability, and Survivors, above.)

## Administrative Organization

Employment Service and local counterparts, together with the National Federation of Trade Unions, administer the program.

## Family Allowances

### Regulatory Framework

**First law:** 1944.

**Current laws:** 1994 (family assistance), 1999, and 2002 (family allowances).

**Type of program:** Social insurance and social assistance system.

### Coverage

**Social insurance:** Insured employed and self-employed persons.

**Social assistance:** All persons residing in Uzbekistan.

### Source of Funds

**Insured person:** For social insurance benefits, see source of funds under Old Age, Disability, and Survivors, above. For social assistance benefits, none.

**Self-employed person:** For social insurance benefits, see source of funds under Old Age, Disability, and Survivors, above. For social assistance benefits, none.

**Employer:** For social insurance benefits, see source of funds under Old Age, Disability, and Survivors, above. For social assistance benefits, none.

**Government:** For social insurance benefits, see source of funds under Old Age, Disability, and Survivors, above. The total cost of social assistance benefits from national, regional, city, and district budgets as well as from various supplemental budgetary sources.

## Qualifying Conditions

**Young child allowance (social insurance):** Paid for children younger than age 2. The allowance is income-tested, except for single-parent families and families with at least one disabled child.

**Family assistance (social assistance):** Paid for needy families or single persons on the recommendation of local neighborhood committees.

**Family allowance (social assistance):** Children must be younger than age 16 (age 18 if a student).

## Family Allowance Benefits

**Young child allowance (social insurance):** A fixed monthly amount of 200% of the national minimum wage is paid, regardless of the number of children. The national minimum wage is 18,630 soms.

**Family assistance (social assistance):** The monthly amount is awarded according to the number of family members and the assessed need. The allowances are normally paid monthly for a period of 3 months; may be extended in certain cases. The monthly financial assistance is between 1.5 and 3 months of the national minimum wage. The national minimum wage is 18,630 soms.

**Family allowance (social assistance):** For families with one child, the monthly allowance is equal to 50% of the national minimum wage; for families with two children, 100%; for families with three children, 140%; for families with four or more children, 175%. Family allowances may be paid for up to 6 months; may be extended if family income has not changed. The national minimum wage is 18,630 soms.

## Administrative Organization

**Social insurance:** Ministry of Labor and Social Protection provides general supervision and coordination.

**Social assistance:** Citizens' Commissions, on the recommendation of local neighborhood committees, administer the program locally, assess eligibility for entitlement, and determine the award of benefits.