

Burundi

Exchange rate: U.S.\$1.00 equals 1,050.75 francs.

Old Age, Disability, and Survivors

Regulatory Framework

First law: 1956.

Current law: 2002.

Type of program: Social insurance system.

Coverage

Employed persons covered by the labor code.

Special system for civil servants.

Source of Funds

Insured person: 2.6% of earnings; 3.8% if working under arduous conditions.

Employer: 3.9% of payroll; 5.7% if working under arduous conditions.

Government: None.

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

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: If the insured does not meet the requirements for an old-age pension.

Disability pension: Loss of 2/3 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 met the pension requirements, was a pensioner, or had 180 months of insurance coverage at the time of death.

Survivor settlement: If the insured did not meet the pension requirements.

Old-Age Benefits

Old-age pension: 30% of 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 maximum pension is 80% of average earnings.

Old-age settlement: A lump sum equal to average monthly earnings times the number of 12-month periods of contributions.

Permanent Disability Benefits

Disability pension: 30% of 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 highest minimum wage.

The maximum pension is 80% of average earnings.

Survivor Benefits

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

Orphan's pension: 25% of the insured's pension for each orphan under age 16 (age 18 if an apprentice; age 21 if a student; no limit if disabled); 40% for each full orphan.

Dependent parents and grandparents: 25% of the insured's pension each.

The maximum survivor pension is 100% of the insured's pension.

Survivor settlement: A lump sum, calculated as a percentage of the old-age pension the insured would have claimed if he or she had been of pensionable age at the time of death.

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 preceding 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.

Type of program: Social insurance system.

Coverage

Employed persons covered by the labor code.

Source of Funds

Insured person: None.

Employer: 3% of payroll.

Government: None.

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

Qualifying Conditions

Work injury benefits: There is no minimum qualifying period.

Temporary Disability Benefits

2/3 of earnings. The benefit is payable from the 31st day after the onset of disability.

The minimum benefit is the regional minimum wage.

Permanent Disability Benefits

Permanent disability pension: 100% of average monthly earnings, if totally disabled.

Partial disability: A percentage of the full pension proportionate to the assessed degree of disability, if 15% or more disabled. If the assessed degree of disability is less than 15%, a lump sum equal to 3 years of pension benefits that are proportionately reduced.

Constant-attendance supplement: 50% of the pension.

Workers' Medical Benefits

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

Survivor Benefits

Survivor pension: 50% of the insured's earnings, 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 insured's earnings for each orphan under age 16 (age 21 if a student; no limit if disabled); 40% for each full orphan.

Dependent parents and grandparents: 20% of the insured's earnings each.

The maximum survivor pension is 100% of the pension the insured would have received if totally disabled.

Funeral grant: A lump sum equal to 30 times average daily earnings, with a minimum of 30,000 CFA francs.

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.

Type of program: Employment-related system.

Coverage

Employed persons and apprentices who have a dependent wife and at least one dependent child.

Special system for civil servants.

Source of Funds

Insured person: None.

Employer: Total cost.

Government: None.

Qualifying Conditions

Family allowances: The child must be unmarried and under age 16 (age 21 if a student or an apprentice; no limit if disabled). The wife must not be engaged in paid employment. For the full benefit, the parent must be working 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 parent 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.