

## Ethiopia

Exchange rate: U.S.\$1.00 equals 8.58 birr.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First and current laws:** 1963 (public employees) and 1975 (employees of government-owned enterprises).

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

#### Coverage

Public-sector employees and employees of government-owned enterprises.

#### Source of Funds

**Insured person:** 4% of basic salary.

**Employer:** 6% (civilian) or 16% (military) of payroll.

**Government:** None.

#### Qualifying Conditions

**Old-age pension:** Age 55 with a minimum of 10 years of service and contributions.

**Old-age settlement:** Age 55 for those who do not meet the qualifying conditions for the old-age pension.

**Disability pension:** Incapable of normal gainful employment with a minimum of 10 years of service and contributions.

**Survivor pension:** The insured met the contribution conditions for the old-age pension or was a pensioner at the time of death.

#### Old-Age Benefits

**Old-age pension:** 30% of the average monthly salary during the last 3 years, plus an increment of 1% (civilian) or 1.5% (military) of the average monthly salary for each year of service beyond 10.

The maximum benefit is 60% of the average monthly salary.

**Old-age settlement:** A lump-sum payment.

#### Permanent Disability Benefits

**Disability pension:** 30% of the average monthly salary during the last 3 years, plus an increment of 1% (civilian) or 1.5% (military) of the average monthly salary for each year of service beyond 10.

The maximum benefit is 60% of the average monthly salary.

#### Survivor Benefits

**Survivor pension:** The widow(er) receives 50% of the insured's pension. Entitlement to the pension ceases on remarriage. On remarriage, a lump sum of 2 years' pension is paid.

**Orphan's pension:** 10% of the insured's pension each; 20% each for full orphans.

**Dependent parents:** 10% to 20% of the insured's pension.

#### Administrative Organization

Office of the Prime Minister provides general supervision.

Managed by a board and general manager, the Social Security Authority administers the program.

### Sickness and Maternity

#### Regulatory Framework

The labor proclamation and public service amendment require the provision of sickness and maternity leave for up to 3 months.

#### Work Injury

#### Regulatory Framework

**First law:** 1963.

**Current law:** 1974.

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

The labor proclamation allows for the provision of private insurance.

#### Coverage

Public-sector employees and employees of government-owned enterprises.

#### Source of Funds

**Insured person:** 4% of basic salary.

**Employer:** 6% (civilian) or 16% (military) of payroll.

**Government:** None.

#### Qualifying Conditions

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

#### Temporary Disability Benefits

A lump sum equal to 45% of the monthly salary multiplied by 5 years and the assessed percentage degree of disability.

### ***Permanent Disability Benefits***

From 45% to 60% of the monthly basic salary.

### ***Survivor Benefits***

**Survivor pension:** The widow(er) receives 50% of the insured's pension. Entitlement to the pension ceases on remarriage. On remarriage, a lump sum of 2 years' pension is paid.

### ***Administrative Organization***

Office of the Prime Minister provides general supervision.

Managed by a board and general manager, the Social Security Authority administers the program.