

São Tomé and Príncipe

Exchange rate: U.S.\$1.00 equals 9,111.61 dobras.

Note: This information is from 1993.

Old Age, Disability, and Survivors

Regulatory Framework

First and current laws: 1979 and 1990 (social security).

Type of program: Social insurance system.

Coverage

Employed persons.

Exclusions: Domestic workers.

Voluntary program for the self-employed.

Source of Funds

Insured person: 4% of earnings.

Employer: 6% of payroll.

Government: None.

Qualifying Conditions

Old-age pension: Age 62 (men) or 57 (women) with 120 months of contributions.

Retirement is not necessary.

Disability pension: Permanent incapacity for all work, or at least a 2/3 incapacity for usual work, with at least 60 months of contributions.

Survivor pension: The insured was a pensioner or eligible for a pension at the time of death, with at least 60 months of recorded earnings.

Old-Age Benefits

Old-age pension: 35% of average earnings in the best 5 years out of the last 10 calendar years, plus 1% for each year of coverage up to 25 years and 2% for each year of coverage beyond 25.

Deferred pension: The pension is increased by 3% for each year of coverage after the normal retirement age.

The minimum pension is 30% of the national minimum wage.

Benefit adjustment: Benefits are indexed to wage increases.

Permanent Disability Benefits

Disability pension: 30% of average earnings in the best 5 years out of the last 10, plus 1% for each year of coverage beyond 10.

Benefit adjustment: Benefits are indexed to wage increases.

Survivor Benefits

Survivor pension: 60% of the insured's pension is paid for one dependent, 80% for two, and 100% for three or more. The pension is payable to a widow(er), children under age 18 (no limit if disabled), and dependent parents.

Funeral grant: A lump sum equal to the cost of the funeral.

Administrative Organization

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

National Institute of Social Security administers the program.

Sickness and Maternity

Regulatory Framework

First and current laws: 1979 and 1990 (social security).

Type of program: Social insurance system. Cash benefits only.

Medical care is provided under the public health program.

Coverage

Employed persons.

Exclusions: Self-employed persons and domestic workers.

Source of Funds

Insured 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 benefits: Currently employed with 60 days of contributions paid prior to the onset of illness.

Cash maternity benefits: At least 10 months of paid coverage before the expected date of childbirth.

Sickness and Maternity Benefits

Sickness benefit: 60% of average earnings in the last 2 months, payable after a 3-day waiting period for up to 12 months.

Maternity benefit: 100% of average earnings in the last 12 months, payable for 30 days before and 30 days (45 days for multiple births) after the expected date of childbirth.

Special leave: To care for a sick child under age 3 for up to 6 months; renewable for a further 6 months.

Administrative Organization

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

National Institute of Social Security administers the program.

Work Injury

Regulatory Framework

First and current laws: 1979 and 1990 (social security).

Type of program: Social insurance system.

Coverage

Employed persons.

Exclusion: Self-employed persons.

Source of Funds

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

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

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

Qualifying Conditions

Work injury benefits: There is no minimum qualifying period.

Temporary Disability Benefits

100% of base earnings during the first 30 days and 90% of earnings up to the 360th day; thereafter, 75% of earnings.

The maximum duration is 24 months.

Administrative Organization

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

National Institute of Social Security administers the program.