

## Burundi

Exchange rate: US\$1.00 equals 1,043 francs.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1956.

**Current law:** 2002 (pensions).

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

#### Coverage

Salaried workers covered by the labor code, military personnel, and civil service and public utility contract workers.

Voluntary coverage for persons previously insured for at least 6 consecutive months.

Exclusions: Self-employed persons.

Special system for civil servants.

#### Source of Funds

**Insured person:** 2.6% of covered monthly earnings (excluding family allowances and reimbursements paid by the employer); 3.8% if working under arduous conditions. Voluntarily insured persons contribute 6.5% of monthly income.

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

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

**Employer:** 3.9% of covered monthly payroll; 5.7% of covered monthly payroll on behalf of employees engaged in arduous work.

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

**Government:** None; contributes as an employer.

#### Qualifying Conditions

**Old-age pension:** Age 60 (age 55 if prematurely aged or age 45 if working under arduous conditions) with at least 15 years of coverage. Retirement is not necessary.

**Old-age settlement:** Paid to an insured person aged 60 or older who does not meet the qualifying conditions for an old-age pension.

**Disability pension:** Paid if the insured is assessed with a loss of physical or mental capacity of at least 66% and has at least 3 years of coverage, including 6 months of contributions in the last 12 months.

**Survivor pension:** Paid to eligible survivors if the deceased qualified for a pension, was a pensioner, or had at least 180 months of coverage at the time of death.

Eligible survivors are the widow(er); unmarried orphans younger than age 16 (age 18 if an apprentice, age 21 if a student, no limit if disabled); and parents in the absence of a surviving spouse and children.

**Survivor settlement:** Paid to eligible survivors if the deceased did not meet the qualifying conditions for a pension.

Eligible survivors are the widow(er); unmarried orphans younger than age 16 (age 18 if an apprentice, age 21 if a student, no limit if disabled); and parents in the absence of a surviving spouse and children.

#### Old-Age Benefits

**Old-age pension:** The pension is equal to 30% of the insured's average monthly earnings in the last 3 or 5 years (whichever is higher), plus 2% for every 12-month period of coverage exceeding 180 months.

The minimum pension is equal to 60% of the highest national legal minimum wage. The highest national legal minimum monthly wage is 4,000 francs.

The national legal minimum wage is adjusted by ministerial ordinance. (The last adjustment was made in 1988.)

The maximum pension is equal to 80% of the insured's average monthly earnings.

The insured can receive the old-age pension and one or more survivor pensions at the same time. If the insured is entitled to the old-age pension and the work injury permanent disability benefit, the full amount of the higher pension and half the amount of the other pension is paid. If the insured is prematurely aged, the combined receipt of the old-age pension before age 60 and the disability pension is not allowed.

**Benefit adjustment:** Benefits are adjusted for changes in the cost of living, depending on the financial resources of the system. (Benefits were last adjusted in 2003.)

**Old-age settlement:** A lump sum is paid equal to the insured's average monthly earnings in the last 3 or 5 years (whichever is higher) times the number of 12-month periods of contributions.

#### Permanent Disability Benefits

**Disability pension:** The pension is equal to 30% of the insured's average monthly earnings in the last 3 or 5 years (whichever is higher), plus 2% for every 12-month period of coverage exceeding 180 months. A 6-month contribution period is credited for each year that the insured is younger than the pensionable age at the time of the claim. The disability pension is normally awarded temporarily.

The minimum pension is equal to 60% of the highest national legal minimum wage. The highest national legal monthly minimum wage is 4,000 francs.

The national legal minimum wage is adjusted by ministerial ordinance. (The last adjustment was made in 1988.)

The maximum pension is equal to 80% of the insured's average monthly earnings.

The insured can receive the disability pension and one or more survivor pensions at the same time. If the insured is entitled to the disability pension and the work injury permanent disability pension, only the highest pension is paid. The combined receipt of the disability pension and the old-age pension before age 60 if prematurely aged is not allowed.

**Benefit adjustment:** Benefits are adjusted for changes in the cost of living if the award is permanent or the insured is aged 60 or older, depending on the financial resources of the system.

### **Survivor Benefits**

**Survivor pension:** The widow(er)'s pension is equal to 50% of the deceased's earnings.

The pension ceases on remarriage.

**Orphan's pension:** Each eligible orphan receives 25% of the deceased's pension; 40% for each full orphan.

**Dependent parent's and grandparent's pension (in the absence of other eligible survivors):** Each receives 25% of the deceased's pension.

All survivor benefits combined must not exceed 100% of the deceased's pension.

The survivor can receive a survivor pension and an old-age pension or disability pension at the same time.

**Benefit adjustment:** Benefits are adjusted for changes in the cost of living, depending on the financial resources of the system. (The last adjustment was made in 2003.)

**Survivor settlement:** A lump sum is paid, calculated as a percentage of the old-age pension the deceased would have received at the pensionable age.

### **Administrative Organization**

Ministry of Labor and Social Security provides general supervision.

Managed by a tripartite board and a director, the National Social Security Institute administers the program.

### **Sickness and Maternity**

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#### **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 the event of complications arising from pregnancy or childbirth), including at least 6 weeks after childbirth, if the woman has at least 6 months of service during the year before 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**

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#### **Regulatory Framework**

**First law:** 1949.

**Current law:** 2002 (pensions).

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

#### **Coverage**

Salaried workers covered by the labor code, including agricultural workers, military personnel, police personnel, apprentices, and trainees.

**Exclusions:** Self-employed persons.

#### **Source of Funds**

**Insured person:** None.

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

**Employer:** 3% of covered monthly payroll.

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

**Government:** None; contributes as an employer.

#### **Qualifying Conditions**

**Work injury benefits:** There is no minimum qualifying period. Accidents that occur while commuting to and from work are covered.

#### **Temporary Disability Benefits**

The benefit is equal to 2/3 of the insured's average daily earnings up to a ceiling. The benefit is paid from the 31st day after the disability began (from the 2nd day for a commuting accident or if the costs of the accident are met by the employer) for the total period of incapacity for work, up to a maximum of 6 months from the date of the accident. The insured's salary is suspended while receiving benefits.

The average daily earnings for benefit calculation purposes are based on earnings in the last 3 calendar months before the month in which the accident occurred.

The minimum benefit is equal to the regional minimum wage (between 105 francs and 160 francs a day).

The minimum wage is adjusted by ministerial ordinance. (The last adjustment was made in 1988.)

### **Permanent Disability Benefits**

**Permanent disability pension:** If the insured is assessed as totally disabled, the pension is equal to 100% of the insured's average monthly earnings up to a ceiling.

The pension may be paid as a lump sum after 5 years, subject to conditions.

The average earnings for benefit calculation purposes are based on earnings in the 3 calendar months before the month in which the accident occurred.

**Partial disability:** If the assessed degree of disability is at least 15%, the benefit is equal to a percentage of the full pension according to the assessed degree of disability. If the assessed degree of disability is less than 15%, a lump sum is paid equal to 3 years' pension according to the assessed degree of disability.

**Constant-attendance supplement:** Equal to 50% of the pension.

If the insured is entitled to receive the old-age pension and the work injury permanent disability benefit, the full amount of the higher pension and half the amount of the other pension is paid. If the insured is entitled to both the nonwork injury disability pension and the work injury permanent disability pension, only the highest pension is paid.

**Benefit adjustment:** Benefits are adjusted for changes in the cost of living, depending on the financial resources of the system. (The last adjustment was made in 2003.)

### **Workers' Medical Benefits**

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

### **Survivor Benefits**

**Survivor pension:** The widow(er)'s pension is equal to 50% of the deceased's earnings.

The pension ceases on remarriage.

**Remarriage settlement:** A lump sum equal to 6 months' pension is paid to the widow(er).

**Orphan's pension:** Each orphan younger than age 16 (age 21 if a student, no limit if disabled) receives 20% of the deceased's earnings; 40% for each full orphan.

**Dependent parent's and grandparent's pension (in the absence of other eligible survivors):** Each receives 20% of the deceased's earnings.

All survivor benefits combined must not exceed 100% of the pension the deceased would have received if totally disabled.

**Benefit adjustment:** Benefits are adjusted for changes in the cost of living, depending on the financial resources of the system. (The last adjustment was made in 2003.)

**Funeral grant:** A lump sum is paid equal to 30 times the deceased's average daily earnings up to a ceiling. The average earnings for benefit calculation purposes are based on the earnings the deceased received in the 3 calendar months before the month in which the accident occurred.

The minimum grant is 60,000 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 (family benefits).

**Type of program:** Employment-related system.

#### **Coverage**

Salaried workers and apprentices.

Exclusions: Self-employed persons.

Special system for civil servants.

#### **Source of Funds**

**Insured person:** None.

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

**Employer:** The total cost.

**Government:** None.

#### **Qualifying Conditions**

**Family allowances:** The child must be unmarried and younger than age 16 (age 21 if a student or an apprentice, no limit if disabled). The wife must not be in paid employment. To receive the full benefit, the insured must work at least 4 hours a day.

***Family Allowance Benefits***

**Family allowances:** Specified monthly benefits are paid for the wife and for each child. Benefits are reduced by 50% if the insured 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.