

Liberia

Exchange rate: US\$1.00 = 49 Liberian dollars (L\$).

Old Age, Disability, and Survivors

Regulatory Framework

First law: 1972.

Current law: 1988.

Type of program: Social insurance and social assistance system.

Coverage

Social insurance

Public-sector employees and employees of firms with five or more workers.

Voluntary coverage for self-employed persons and others not compulsorily covered.

Exclusions: Casual workers, family labor, household workers, armed forces personnel, Liberian diplomats, senior members of the government and courts, and persons employed on any type of boat.

Social assistance

Needy elderly, disabled, or unemployed persons.

Source of Funds

Insured person

Social insurance: 3% of earnings.

Social assistance: None.

Self-employed person

Social insurance: Voluntary contributions only.

Social assistance: None.

Employer

Social insurance: 3% of payroll.

Social assistance: None.

Government

Social insurance: None.

Social assistance: The total cost.

Qualifying Conditions

Old-age pension: Age 60 (up to 65) with at least 100 months of contributions.

Employment must cease.

Old-age settlement: Paid if the insured does not meet the qualifying conditions for the old-age pension at the pensionable age but has at least 12 months of contributions.

Old-age assistance: Paid to needy elderly persons who do not meet the qualifying conditions for social insurance old-age benefits; may also be paid to certain unemployed workers.

Disability pension: The insured must be assessed with a permanent incapacity for work and have contributions in at least 66.7% of the months since coverage began, with at least 50 months of contributions in the 60 months before the disability began.

Disability settlement: Paid if the insured does not meet the qualifying conditions for the disability pension but has at least 12 months of contributions.

Disability assistance: Paid to needy workers with disabilities who do not meet the qualifying conditions for social insurance disability benefits.

Survivor pension: The deceased was a pensioner or had at least 50 months of contributions in the 60 months before death.

Old-Age Benefits

Old-age pension: 25% of the insured's average monthly earnings plus 1% of average monthly earnings for each 10-month period of contributions exceeding 100 months is paid.

Old-age settlement: A lump sum equal to employee contributions plus accrued interest is paid.

Permanent Disability Benefits

Disability pension: 25% of the insured's average monthly earnings in the last 12 months plus 1% of average monthly earnings for each 10-month period of contributions exceeding 50 months is paid.

Disability settlement: A lump sum equal to employee contributions plus accrued interest is paid.

Survivor Benefits

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

The maximum survivor pension is 100% of the old-age or disability pension (whichever is greater).

Orphan's pension: 10% of the insured's pension is paid to each orphan younger than age 18 (age 21 if a student, no limit if disabled); 20% to each full orphan.

All orphans' pensions combined must not exceed 50% of the deceased's pension (100% for full orphans).

Administrative Organization

National Social Security and Welfare Corporation (<http://nasscorp.org.lr>), managed by a tripartite board of directors, administers the program.

Work Injury

Regulatory Framework

First law: 1943 (workmen's compensation), implemented in 1949.

Current law: 1980 (employment injury).

Type of program: Social insurance system.

Coverage

Employed and self-employed persons.

Exclusions: Casual workers, family labor, household workers, armed forces personnel, Liberian diplomats, senior members of the government and courts, and persons employed on any type of boat.

Source of Funds

Insured person: None.

Self-employed person: The average contribution is 1.75% of declared earnings.

Employer: The average contribution is 1.75% of payroll.

Government: None.

Qualifying Conditions

Work injury benefits: There is no minimum qualifying period.

Temporary Disability Benefits

65% of the insured's average monthly earnings is paid after a 14-day waiting period (if the disability lasts longer than 14 days, the first 14 days are paid retroactively) until full recovery or certification of permanent disability. The benefit is paid for up to one year.

The minimum benefit is L\$50 or 100% of the insured's average monthly earnings (whichever is lower).

Permanent Disability Benefits

If the insured is assessed with a total disability, 65% of the insured's average monthly earnings is paid.

Constant-attendance supplement: If the insured requires the constant attendance of others to perform daily functions, 25% of the disability pension is paid.

Partial disability: A percentage of the full pension is paid depending on the assessed degree of disability, according to a schedule in law.

A medical board assesses the degree of disability.

The minimum benefit is L\$50 or 100% of the insured's average monthly earnings (whichever is lower).

Workers' Medical Benefits

Benefits include reasonable expenses for medical and surgical care, hospitalization, medicine, and appliances.

Survivor Benefits

Survivor pension: 20% of the insured's average earnings is paid to a dependent widow or a dependent, disabled widower.

The widow(er)'s pension ceases on remarriage.

Orphan's pension: 6% of the insured's average earnings is paid to each orphan younger than age 18 (age 21 if a student, no limit if disabled); 12% to each full orphan.

All orphans' pensions combined must not exceed 30% of the deceased's earnings; 60% for full orphans.

Dependent parent's and grandparent's pension (if there are no other eligible survivors): The pension is 20% of the insured's average earnings. The pension is split equally if there is more than one eligible survivor.

Funeral grant: The cost of the burial is paid, up to L\$500.

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