

## Turkmenistan

Exchange rate: US\$1.00 = 2.84 manat

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1956.

**Current law:** 2007 (social security); 2012 (pension insurance), implemented in 2013; 2012 (social protection), implemented in 2013.

**Type of program:** Notional defined contribution (NDC) and social assistance system.

#### Coverage

**Social insurance:** All employed and self-employed persons.

**Social assistance:** Needy persons.

#### Source of Funds

**Insured person:** None.

**Self-employed person:** 10% of the monthly minimum wage; entrepreneurs and the liberal professions pay 15% to 80% of the monthly minimum wage, depending on monthly income; farmers pay 10% to 20% of net income or 15% of the monthly minimum wage whichever is greater.

The monthly minimum wage is 440 manat.

**Employer:** 20% of payroll, plus 3.5% for hazardous occupations. For certain employers, the contribution varies according to sector.

The employer's contributions also finance sickness, maternity, and work injury benefits.

**Government:** Subsidies as needed; the total cost of social assistance.

#### Qualifying Conditions

**Old-age pension (NDC):** Age 62 (men) or age 57 (women) with at least five years of contributions.

Reduced age conditions apply for mothers with three or more children, persons disabled before age 16, military personnel, pilots and flight crew, and persons working in hazardous occupations.

Early retirement: Age 52 (men) with 25 years of contributions or age 48 (women) with 20 years of contributions.

**Old-age pension (social assistance):** Age 62 (men) or age 57 (women) and ineligible for the old-age pension (NDC).

**Disability pension (NDC):** At least five years of contributions; must be assessed with a Group I disability (total disability, incapacity for any work, and requires constant care), Group II (disability, reduced working capacity, and occasionally requires care), or Group III (disability and reduced working capacity) disability.

Constant-attendance allowance: Paid to persons with Group I and II visual impairments.

Dependent's supplement: Paid to persons with Group I and II disabilities for nonworking dependents.

A territorial or state medical commission under the Ministry of Health and Medical Industry assesses the degree of disability.

**Disability pension (social assistance):** Must be younger than age 16 with a Group I or II disability or assessed with a Group I, II or III disability with less than five years of contributions.

**Survivor pension (social assistance):** Paid to surviving dependent family members regardless of whether the deceased was insured.

#### Old-Age Benefits

**Old-age pension (NDC):** The monthly pension is a ratio of an individual's accumulated notional pension capital to the average life expectancy after retirement.

Pension rights earned before 2013 are converted into an initial pension capital based on years of work, earnings, and average life expectancy after retirement.

Average life expectancy after retirement is 174 months.

The minimum pension is 182 manat a month.

There is no maximum pension.

Benefit adjustment: Benefits are adjusted periodically according to changes in the national average wage.

**Old-age pension (social assistance):** 70% of the basic amount is paid monthly.

The basic amount is 182 manat a month.

#### Permanent Disability Benefits

**Disability pension (NDC):** The monthly pension is a ratio of an individual's accumulated notional pension capital to average life expectancy.

The minimum pensions are 155% of the basic amount for Group I, 135% for Group II, 115% for Group III; and 190% of the basic amount for all groups if the disability began before age 16.

The basic amount is 182 manat a month.

There is no maximum pension.

Persons eligible for more than one benefit (sickness, maternity, child care allowance, survivor, or social pension) must choose only one benefit.

Constant-attendance allowance (Groups I and II): 20% of the basic amount a month is paid.

Dependent's supplement (Groups I and II): 20% of the basic amount a month is paid for each eligible dependent.

Benefit adjustment: Benefits are adjusted periodically according to changes in the national average wage.

**Disability pension (social assistance):** 160% of the basic amount is paid monthly for Group I, 140% for Group II, or 120% for Group III. 160% is paid monthly to disabled children younger than age 16.

The basic amount is 182 manat a month.

Persons eligible for more than one benefit (sickness, maternity, child care allowance, survivor, or social pension) must choose only one benefit.

Constant-attendance allowance (Groups I and II): 20% of the basic amount is paid monthly.

Dependent's supplement (Groups I and II): 20% of the basic amount is paid monthly for each eligible dependent.

Benefit adjustment: Benefits are adjusted periodically according to changes in the national average wage.

### Survivor Benefits

**Survivor pension (social assistance):** 65% of the basic amount is paid monthly for one eligible survivor; 125% for two eligible survivors; 145% for three; and 170% for four or more.

The basic amount is 182 manat a month.

**Orphan's pension (social assistance):** 145% of the basic amount is paid monthly for one full orphan; 230% for two; and 285% for three or more.

The basic amount is 182 manat a month.

Benefit adjustment: Benefits are adjusted periodically according to changes in the national average wage.

### Administrative Organization

Ministry of Labor and Social Protection of the Population of Turkmenistan provides general coordination and supervision.

Pension Fund of Turkmenistan and its regional and local offices administer the program.

### Sickness and Maternity

#### Regulatory Framework

**First law and current laws:** 1994, and 2007 (social security); 2012 (social protection).

**Type of program:** Social insurance (cash benefits) and universal (medical care) system.

### Coverage

**Cash benefits:** Employed citizens.

**Medical benefits:** All persons residing in Turkmenistan.

### Source of Funds

#### Insured person

**Cash benefits:** None.

**Medical benefits:** Voluntary supplementary contributions for medical benefits.

#### Self-employed person

**Cash benefits:** Not applicable.

**Medical benefits:** Voluntary supplementary contributions.

#### Employer

**Cash benefits:** See source of funds under Old Age, Disability, and Survivors.

**Medical benefits:** None.

#### Government

**Cash benefits:** Subsidies as needed. The total cost for non-working citizens.

**Medical benefits:** The total cost.

### Qualifying Conditions

**Cash and medical benefits:** There is no minimum qualifying period.

### Sickness and Maternity Benefits

**Sickness benefit:** 60% of earnings is paid with less than five years of uninterrupted work; 80% with five to eight years; 100% with more than eight years (or with three or more children younger than age 16; age 18 if a student).

Insured persons may receive five days of paid leave to care for a sick family member; seven days in certain cases or 14 days if caring for a child younger than age 14 (or for the duration of the illness if the child is hospitalized).

Fourteen days of unpaid leave is provided to women caring for children younger than age 3, a woman or a single parent raising two or more children younger than age 14, or a man whose wife is on maternity leave. Workers with disabilities are entitled to 30 days of unpaid leave.

**Maternity benefit:** 100% of earnings is paid for 56 days before and 56 days after the expected date of childbirth (72 days after for a difficult childbirth; 96 days after for multiple births).

**Birth grant:** A lump sum of 130% of the basic amount is paid for the first two children; 250% for the third child; and 500% for the fourth and subsequent children.

The basic amount is 182 manat a month.

**Child care allowance:** 65% of the basic amount is paid monthly for children up to age 3.

The basic amount is 182 manat a month.

Benefit adjustment: Benefits are adjusted periodically by law.

### **Workers' Medical Benefits**

**Medical benefits:** Patients receive medical services directly from public health providers. Benefits include general and specialized care, hospitalization, laboratory services, dental care, maternity care, vaccinations, and transportation. Medicine is free if hospitalized.

### **Dependents' Medical Benefits**

**Medical benefits for dependents:** Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

**Cash benefits:** Ministry of Labor and Social Protection of the Population of Turkmenistan and regional and local offices of the Pension Fund administer the program.

**Medical benefits:** Ministry of Health and Medical Industry and regional health departments are responsible for implementing state health care policy, developing health care programs, and providing medical services through clinics, hospitals, maternity homes, and other medical facilities, including private health providers.

### **Work Injury**

#### **Regulatory Framework**

**First law:** 1995.

**Current laws:** 2007 (social security); 2009 (labor code) and 2012 (social protection).

**Type of program:** Social insurance (cash benefits) and universal (medical benefits) system.

Local governments and employers can provide supplementary pension benefits out of their own budgets.

#### **Coverage**

All employed persons.

Exclusions: Self-employed persons (cash benefits).

#### **Source of Funds**

##### **Insured person**

**Cash benefits:** None.

**Medical benefits:** None.

##### **Self-employed person**

**Cash benefits:** Not applicable.

**Medical benefits:** None.

#### **Employer**

**Cash benefits:** See source of funds under Old Age, Disability, and Survivors.

**Medical benefits:** None.

#### **Government**

**Cash benefits:** Subsidies as needed.

**Medical benefits:** The total cost.

### **Qualifying Conditions**

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

### **Temporary Disability Benefits**

100% of the insured's earnings is paid from the first day of disability until recovery or the award of a permanent disability pension.

Work injuries must be assessed by the relevant authority.

### **Permanent Disability Benefits**

**Permanent disability pension:** The monthly pension is the ratio of an individual's accumulated notional pension capital to average life expectancy.

The minimum pensions are 155% of the basic amount for Group I, 135% for Group II, or 115% for Group III.

The basic amount is 182 manat a month.

There is no maximum pension.

Persons eligible for more than one benefit (sickness, maternity, child care allowance, survivor, or social pension) must choose only one benefit.

Constant-attendance allowance (Groups I and II): 20% of the basic amount is paid monthly.

Dependent's supplement (Groups I and II): 20% of the basic amount is paid monthly for each eligible dependent.

The basic amount is 182 manat a month.

Benefit adjustment: Benefits are adjusted periodically according to changes in the national average wage.

### **Workers' Medical Benefits**

Patients receive medical services directly from public health providers. Benefits include general and specialized care, hospitalization, laboratory services, transportation, and appliances and medicine.

### **Survivor Benefits**

**Survivor pension (social assistance):** 65% of the basic amount is paid monthly for one eligible survivor; 125% for two eligible survivors; 145% for three; and 170% for four or more.

## Turkmenistan

---

The basic amount is 182 manat a month.

Orphan's pension: 145% of the basic amount is paid monthly for one full orphan; 230% for two; and 285% for three or more.

Benefit adjustment: Benefits are adjusted periodically according to changes in the national average wage.

### **Administrative Organization**

**Temporary disability benefits:** The Social Insurance Fund provides funding to enterprises and employers to pay benefits to their own employees.

**Pensions:** Ministry of Labor and Social Protection of the Population of Turkmenistan provides general coordination and supervision.

Regional and local social security departments administer pensions.

**Medical benefits:** Ministry of Health and Medical Industry and regional health departments are responsible for implementing state health care policy, developing health care programs, and providing medical services through clinics, hospitals, maternity homes, and other medical facilities, including private health suppliers.

### **Unemployment**

---

#### **Regulatory Framework**

**First and current law:** 1991 (employment).

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

#### **Coverage**

All persons residing permanently in Turkmenistan.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** 2% of payroll.

**Government:** Subsidies as needed.

### **Qualifying Conditions**

**Unemployment benefits:** Registered at an employment office, able and willing to work, and receiving no income from employment. The benefit may be reduced, suspended, or terminated if the insured is discharged for violating work discipline, leaving employment without good cause, violating the conditions for job placement or vocational training, or filing fraudulent claims.

### **Unemployment Benefits**

A lump sum of three times the worker's gross average monthly earnings is paid.

Benefit adjustment: Benefits are adjusted periodically according to changes in the national average wage.

### **Administrative Organization**

State Employment Service and local employment offices regulate and administer the program.

Employers pay cash benefits.

### **Family Allowances**

---

#### **Regulatory Framework**

A child care allowance is provided under Sickness and Maternity.