Old Age, Disability, and Survivors

Regulatory Framework

First law: 1949.


Type of program: Social insurance system.

Coverage

Employed persons with a labor contract; persons employed by individuals, including household workers, drivers, janitors, and caregivers; veterans; certain categories of fishermen; apprentices with earnings of at least half the legal minimum wage; and self-employed persons.

The legal monthly minimum wage is 18,000 dinars.

Special system for military personnel.

Source of Funds

Insured person: 7% of gross monthly covered earnings (old age). See source of funds under Sickness and Maternity for disability and survivor benefits.

Covered earnings exclude allowances.

Self-employed person: 7.5% of annual covered declared earnings.

The minimum annual earnings used to calculate contributions are 216,000 dinars.

The maximum annual earnings used to calculate contributions are 4,320,000 dinars.

Employer: 11.25% of gross monthly covered payroll (old age). See source of funds under Sickness and Maternity for disability and survivor benefits.

Covered earnings exclude allowances.

Government: Subsidizes the minimum pension; contributes as an employer.

Qualifying Conditions

Old-age pension (Pension de retraite, employed persons): Age 60 (men) or age 55 (women and veterans) with at least 15 years of paid or credited contributions, including at least 7.5 years of paid contributions; age 59 with at least 32 years of paid or credited contributions; or at any age for an employed person with a total disability who does not qualify for a disability pension.

A year of paid contributions is a year in which the insured worked at least 180 days.

Contributions may be credited under certain conditions, such as for periods receiving sickness, maternity, or work injury benefits.

The retirement age is reduced for persons employed in arduous or unhealthy work, and veterans with disabilities; by one year for each child a women has raised for at least nine years (up to three children).

If the insured does not have the required number of years of paid or credited contributions at the normal retirement age, he or she can continue working for up to five years to meet the requirement.

Employment must cease.

Dependent spouse’s supplement (Majoration pour conjoint à charge): Paid for a dependent spouse with no income.

Constant-attendance allowance (Majoration pour tierce personne): Paid if the insured requires the constant attendance of others to perform daily functions.

Early pension (Retraite anticipée): Age 50 (men) or age 45 (women) with at least 20 years of paid or credited contributions. Must be involuntarily unemployed due to economic factors, such as downsizing or business closure; have worked at least three of the last 10 years for the same employer; and not receive income from any professional activity.

The old-age pension for employed persons is payable abroad under reciprocal agreement.

Old-age pension (Pension de retraite, self-employed persons): Age 65 (men) or age 60 (women and veterans) with at least 15 years of contributions (7.5 years for veterans and persons with disabilities).

The retirement age is reduced by one year for each child a woman has raised for at least nine years (up to three children); by five years for every 10 assessed degrees of disability if disabled.

The old-age pension for self-employed persons is payable abroad under reciprocal agreement.

Old-age settlement (Allocation de retraite, employed persons): Age 60 with at least five years but less than 15 years of paid or credited contributions.

A year of paid contributions is a year in which the insured worked at least 180 days.

Contributions may be credited under certain conditions, such as for periods receiving sickness, maternity, or work injury benefits.

The old-age settlement for employed persons is payable abroad under reciprocal agreement.
Old-age settlement (Allocation de retraite, self-employed persons): Age 65 with at least five years but less than 15 years of contributions.

The old-age settlement for self-employed persons is payable abroad under reciprocal agreement.

Disability pension (Pension d’invalidité, employed persons): Must have an assessed loss of work capacity of at least 50% and have at least 60 days of employment in the last 12 months or 180 days in the last three years before the disability.

Constant-attendance allowance (Majoration pour tierce personne): Paid if the insured requires the constant attendance of others to perform daily functions.

Partial disability (Pension d’invalidité partielle): Must have an assessed loss of work capacity of at least 10% but less than 50%.

The disability pension ceases at the normal retirement age and is replaced by an old-age pension of at least the same amount.

The disability pension for employed persons is not payable abroad.

Disability pension (Pension d’invalidité, self-employed persons): Must be younger than the normal retirement age, be assessed with a total (100%) loss of work capacity, and have at least one year of coverage before the first medical examination confirming the disability.

The disability pension for self-employed persons is not payable abroad.

Survivor pension (Pension de réversion, employed and self-employed persons): The deceased received or was entitled to receive an old-age or disability pension.

Eligible survivors include a widow(er) of any age; orphans younger than age 18 (age 25 if an apprentice with monthly earnings up to half the legal monthly minimum wage; age 21 if a student; no limit if disabled or a dependent daughter, niece, sister, or aunt); and dependent parents with monthly income below the minimum monthly old-age pension.

The legal monthly minimum wage is 18,000 dinars.

The minimum monthly old-age pension is 75% of the legal monthly minimum wage.

The death grant for employed persons is payable abroad under reciprocal agreement.

Death grant (Capital décès, employed persons): The deceased had at least 15 days of coverage.

The death grant for self-employed persons is payable abroad under reciprocal agreement.

Old-Age Benefits

Old-age pension (Pension de retraite, employed persons): The pension is 2.5% of the insured’s average monthly earnings in the five years before retirement or the highest five years of earnings in the total work history, whichever is greater, multiplied by the number of years of paid or credited contributions.

The minimum monthly old-age pension is 75% of the legal monthly minimum wage or 80% of the insured’s average monthly earnings, whichever is lower.

The legal monthly minimum wage is 18,000 dinars.

The maximum monthly old-age pension is 15 times the legal monthly minimum wage.

Dependent spouse’s supplement (Majoration pour conjoint à charge): 2,500 dinars a month is paid.

Constant-attendance allowance (Majoration pour tierce personne): 40% of the old-age pension is paid.

Early pension (Retraite anticipée): The pension is reduced by 1% for each year it is claimed before the normal retirement age. The pension is increased by 1% every 12 months from the date it is claimed until the pensioner reaches the normal retirement age. The pension is then recalculated using the number of years the pension was claimed before the normal retirement age and the insured’s total coverage period. The benefit is financed by the employer, who pays a lump sum to the National Retirement Fund based on the number of years that the insured retires before the normal retirement age.

The minimum monthly early pension is 75% of the legal monthly minimum wage.

Benefit adjustment: Benefits are adjusted annually on May 1 by ministerial decree.

Old-age pension (Pension de retraite, self-employed persons): The pension is 2.5% of the insured’s average monthly covered earnings in the highest 10 years of earnings in the total work history, multiplied by the number of years of contributions.
The maximum monthly old-age pension is 80% of the insured’s average monthly covered earnings in the highest 10 years of earnings in the total work history.

Benefit adjustment: Benefits are adjusted annually on May 1 by ministerial decree.

**Old-age settlement (Allocation de retraite, employed and self-employed persons):** A lump sum of 2.5% of the insured’s average monthly covered earnings in the highest five years before retirement or the highest five years of earnings in the total work history, whichever is greater, multiplied by the number of years of contributions, is paid.

**Permanent Disability Benefits**

**Disability pension (Pension d’invalidité, employed persons):** 80% of the insured’s average monthly earnings in the last year or the highest three years of earnings in the total work history, whichever is greater, is paid.

Constant-attendance allowance (Majoration pour tierce personne): 40% of the disability pension is paid.

Partial disability (Pension d’invalidité partielle): 60% of the insured’s average monthly earnings in the last year or the highest three years of earnings in the total work history, whichever is greater, is paid.

The minimum monthly disability pension is 75% of the legal monthly minimum wage.

The legal monthly minimum wage is 18,000 dinars.

Benefit adjustment: Benefits are adjusted annually on May 1 by ministerial decree.

**Disability pension (Pension d’invalidité, self-employed persons):** 80% of the insured’s last annual covered earnings is paid after a 45-day waiting period.

Constant-attendance allowance (Majoration pour tierce personne): 40% of the disability pension is paid.

The minimum monthly disability pension is 75% of the legal monthly minimum wage.

The legal monthly minimum wage is 18,000 dinars.

The maximum monthly disability pension is eight times the legal monthly minimum wage.

Benefit adjustment: Benefits are adjusted annually on May 1 by ministerial decree.

**Survivor Benefits**

**Survivor pension (Pension de réversion, employed and self-employed persons)**

Spouse’s pension (Pension en faveur du conjoint survivant): 75% (50% if there are other survivors) of the old-age or disability pension the deceased received or was entitled to receive is paid to the widow(er). If there is more than one widow, the pension is split equally.

Other eligible survivors: 30% of the old-age or disability pension the deceased received or was entitled to receive is paid for one other eligible survivor; 40% is split equally if there is more than one other eligible survivor.

If there is no widow(er), 45% of the old-age or disability pension the deceased received or was entitled to receive is paid to a full orphans and 30% to a dependent parent.

The maximum combined survivor pension is 90% of the old-age or disability pension the deceased received or was entitled to receive.

Benefit adjustment: Benefits are adjusted annually on May 1 by ministerial decree.

**Death grant (Capital décès, employed persons):** A lump sum of 12 times the deceased’s highest monthly earnings in the year before death is paid.

**Death grant (Capital décès, self-employed persons):**

A lump sum of the insured’s last annual covered earnings is paid. The death grant is split equally among eligible survivors.

The minimum death grant is 12 times the legal monthly minimum wage (75% for inactive contributors).

The legal monthly minimum wage is 18,000 dinars.

**Administrative Organization**

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

National Retirement Fund (http://cnr.dz/) administers and collects contributions for the old-age program for employed persons.

National Social Insurance Fund (http://www.cnas.dz/) administers the disability and survivors programs for employed persons.


**Sickness and Maternity**

**Regulatory Framework**

First law: 1949.


Type of program: Social insurance system.

**Coverage**

Cash and medical benefits: Public- and private-sector employees.

Medical benefits only: Self-employed persons, social insurance beneficiaries and their dependents, national liberation war pensioners, persons with at least a 50% assessed degree of disability, unemployed students and
their dependents, social assistance beneficiaries, and certain other categories.

**Source of Funds**

**Insured person:** 1.5% of gross monthly covered earnings.
Covered earnings exclude allowances.
The insured person’s contributions also finance disability and survivor benefits under Old Age, Disability, and Survivors.

**Self-employed person:** 7.5% of annual covered declared earnings (medical benefits).
The minimum annual earnings used to calculate contributions are 216,000 dinars.
The maximum annual earnings used to calculate contributions are 4,320,000 dinars.

**Employer:** 11.5% of gross monthly covered payroll.
Covered payroll excludes allowances.
The employer’s contributions also finance disability and survivor benefits under Old Age, Disability, and Survivors.

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

**Qualifying Conditions**

**Cash sickness benefit (Indemnité journalière de maladie):** For up to six months of benefits, the insured must have been employed for at least 15 days (or 100 hours) in the last quarter or 60 days (or 400 hours) in the last 12 months before the incapacity began; for more than six months of benefits, the insured must have been employed for at least 60 days (or 400 hours) in the last 12 months or 180 days in the last three years.

**Cash maternity benefit (Indemnité journalière de maternité):** Must have been employed for at least 15 days (or 100 hours) in the last three months or 60 days (or 400 hours) in the last 12 months before the first medical certification of the pregnancy.

**Medical benefits (employed persons):** Must have been employed for at least 15 days (or 100 hours) in the last three months or 60 days (or 400 hours) in the last 12 months before receiving the medical services for which reimbursement is claimed.

**Medical benefits (self-employed persons):** Must have at least 15 days of coverage. Coverage is extended until the end of the calendar year in which employment ceases.
For full reimbursement of maternity care, the insured must notify the National Social Security Fund for Nonwage Earners six months before the expected date of birth and the pregnant woman must undergo four prescribed medical examinations.

**Sickness and Maternity Benefits**

**Sickness benefit (Indemnité journalière de maladie):**
50% of the insured’s daily net earnings (100% for an extended illness or hospitalization) is paid for the first 15 days; 100% from the 16th day up to three years.
The minimum daily earnings used to calculate benefits are the legal hourly minimum wage multiplied by the insured’s normal working hours.
The legal hourly minimum wage is 103.84 dinars (January 1, 2012).

**Maternity benefit (Indemnité journalière de maternité):**
100% of the insured’s daily net earnings is paid for up to 14 weeks, including up to six weeks before the expected date of childbirth.
The minimum daily earnings used to calculate benefits are the legal hourly minimum wage multiplied by the insured’s normal working hours.
The legal hourly minimum wage is 103.84 dinars.

**Workers’ Medical Benefits**

**Medical benefits (employed persons):** Benefits include medical treatment, surgery, hospitalization, medicine, laboratory services, ophthalmological and optical services, some dental care, functional and vocational rehabilitation, prostheses, specialized treatments, and transportation.
Government hospitals provide free medical care for an unlimited duration for certain categories of sickness; some categories may require cost sharing.
Cost sharing: Medical expenses are reimbursed at 80%; 100% if the insured has an approved chronic disease, is a work injury beneficiary with an assessed degree of disability of more than 50%, or is an old-age or disability pensioner with monthly incomes below the legal monthly minimum wage.
The legal monthly minimum wage is 18,000 dinars.
Maternity care, including hospital stays of up to eight days, is reimbursed at 100%.

**Medical benefits (self-employed persons):** Benefits include medical care, surgery, hospitalization, pharmaceutical products, and certain specialized treatments and auxiliary services.
Cost sharing: Medical expenses are reimbursed at 80%; 100% for difficult childbirth, family planning, incubation of newborns, blood and plasma transfusions, costs over a certain limit, and if the insured has an approved chronic disease, is an old-age, disability, or survivor pensioners with monthly incomes below the legal monthly minimum wage.
The legal monthly minimum wage is 18,000 dinars.
Maternity and neonatal care, including hospital stays of up to eight days, is reimbursed at 100%.
Dependents’ Medical Benefits

Medical benefits (employed persons): Benefits for dependents are the same as those for the insured.

Medical benefits (self-employed persons): Benefits for dependents are the same as those for the insured.

Administrative Organization

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

National Social Insurance Fund (http://www.cnas.dz/) administers and collects contributions for the program for employed persons.


Work Injury

Regulatory Framework

First law: 1919 (work injury).


Type of program: Social insurance system.

Coverage

Public- and private-sector employees, apprentices, students (including those in technical schools), trainees, and persons undergoing medical or vocational rehabilitation.

Exclusions: Self-employed persons.

Source of Funds

Insured person: None.

Self-employed person: Not applicable.

Employer: 1.25% of gross monthly covered payroll.

Covered payroll excludes allowances.

Government: None; contributes as an employer.

Qualifying Conditions

Must be assessed with a work injury or occupational disease. There is no minimum qualifying period. Accidents that occur while commuting to and from work are covered.

Temporary Disability Benefits

100% of the insured’s net daily earnings is paid from the day after the disability began until full recovery or certification of permanent disability. (The employer pays the benefit for the first day.)

The minimum daily earnings used to calculate benefits are 1/30th of the legal monthly minimum wage.

The legal monthly minimum wage is 18,000 dinars.

Permanent Disability Benefits

Permanent disability pension (Rente d’incapacité permanente): 100% of the insured’s average monthly earnings in the 12 months before the disability began multiplied by the assessed degree of disability is paid.

A lump sum is paid if the assessed degree of disability is less than 10%.

The minimum annual earnings used to calculate benefits are 2,300 times the legal hourly minimum wage.

The legal hourly minimum wage is 103.84 dinars.

Constant-attendance allowance (Majoration pour tierce personne): 40% of the permanent disability pension is paid if the insured requires the constant attendance of others to perform daily functions.

Foreign worker settlement (Allocation pour travailleur étranger): If there is no reciprocal agreement or international convention that is ratified by Algeria and the insured worker’s country of origin, a lump sum of three times the annual permanent disability pension the insured would be eligible to receive is paid to injured foreign workers who leave the country permanently.

Workers’ Medical Benefits

Benefits include 100% of the schedule fee for medical treatment, surgery, hospitalization, medicine, laboratory services, ophthalmological and optical services, some dental care, prostheses, functional and vocational rehabilitation, specialized treatments, and transportation.

There is no limit to duration.

Survivor Benefits

Survivor pension (Rente de survivant)

Spouse’s pension (Rente de veuve): 75% (50% if there are other eligible survivors) of the deceased’s average monthly earnings in the 12 months before the date of the accident or illness resulting in the death is paid to the widow. If there is more than one widow, the pension is split equally.

Other eligible survivors: 30% of the deceased’s average monthly earnings in the 12 months before the date of the accident or illness resulting in the death is paid for one eligible survivor; 40% is split equally if there is more than one eligible survivor.

If there is no widow(er), 45% of the deceased’s average monthly earnings is paid for a full orphan and 30% to a dependent parent.

Eligible survivors include a widow of any age; orphans younger than age 18 (age 25 if an apprentice with earnings up to half the legal monthly minimum wage, age 21 if a student, no limit if disabled or a dependent daughter, niece or sister without income); and dependent parents or parents-in-law with income below the monthly minimum old-age pension.
The legal monthly minimum wage is 18,000 dinars. The minimum monthly old-age pension is 75% of the legal monthly minimum wage. Survivors of foreign workers are eligible for benefits if they reside in Algeria or are covered under a reciprocal agreement. The maximum combined survivor pension is 90% of the deceased’s average monthly earnings in the 12 months before the date of the accident or illness resulting in the death. The deceased’s average annual earnings must be at least 2,300 times the legal hourly minimum wage. The legal hourly minimum wage is 103.84 dinars. Benefit adjustment: Benefits are adjusted annually on May 1 by ministerial decree.

Death grant (Capital décès): A lump sum of 12 times the deceased’s highest monthly earnings in the year before death is paid.

The minimum death grant is 12 times the legal monthly minimum wage.

The legal monthly minimum wage is 18,000 dinars.

Administrative Organization
Ministry of Labor, Employment and Social Security provides general supervision.
National Social Insurance Fund (http://www.cnas.dz/) administers the program and collects contributions.

Unemployment

Regulatory Framework
First and current laws: 1994 (unemployment) and 1997 (weather-related unemployment).
Type of program: Social insurance system.

Coverage
Social insurance (weather-related unemployment benefit): Public- and private-sector employees in the construction, public works, or hydraulics industries.

Source of Funds
Insured person
Social insurance (unemployment benefit): 0.5% of gross monthly covered earnings. Covered earnings exclude allowances.
Social insurance (weather-related unemployment benefit): 0.375% of gross monthly covered earnings. Covered earnings exclude allowances.
Self-employed person
Social insurance (unemployment benefit): Not applicable.
Social insurance (weather-related unemployment benefit): No information available.

Employer
Social insurance (unemployment benefit): 1% of gross monthly covered payroll. Covered payroll excludes allowances.
Social insurance (weather-related unemployment benefit): 0.375% of gross monthly covered payroll. Covered payroll excludes allowances.

Government
Social insurance (unemployment benefit): None; contributes as an employer.
Social insurance (weather-related unemployment benefit): None; contributes as an employer.

Qualifying Conditions
Unemployment benefit (Indemnité d’assurance chômage): Must be involuntarily unemployed; have at least three years of contributions, including six months immediately before unemployment; not receive income from any work-related activity; and have been looking for work for at least two months. The previous employer must have paid all required social security contributions. Lump-sum subsidy (Contribution dite d’Ouverture des Droits): Must have worked for the same employer for more than three years.

Weather-related unemployment benefits (Congés payés et du chômage-intempéries): Paid to workers employed in the construction, public works, or hydraulics industries for work stoppages due to poor weather conditions. A worker must have at least 200 hours of employment in the last two months before unemployment.

Unemployment Benefits
Unemployment benefit (Indemnité d’assurance chômage): Benefits are paid in four parts: 100% of the reference salary during the first period, 80% during the second period, 60% during the third period, and 50% during the fourth period. The benefit is calculated using a reference salary of 50% of the sum of the insured’s average monthly earnings in the last 12 months and the legal monthly minimum wage. The benefit is paid for two months for each year of contributions, up to 36 months.
The legal monthly minimum wage is 18,000 dinars.
The minimum duration of benefits is 12 months.
The minimum monthly unemployment benefit is 70% of the legal monthly minimum wage.
The maximum monthly unemployment benefit is three times the legal monthly minimum wage.
Lump-sum subsidy (Contribution dite d’Ouverture des Droits): The employer pays 80% of the insured’s average monthly earnings in the last year for each year of employment, up to 12 years.

Unemployment beneficiaries and their dependents are eligible for cash sickness, maternity, and family benefits (entitlement may continue for up to 12 months after the unemployment benefit ceases). Periods during which the unemployment benefit has been paid are credited when calculating old-age, disability, and survivor pensions.

Weather-related unemployment benefits (Congés payés et du chômage-intempéries): 75% of the insured’s hourly wages are paid for up to eight hours a day and 200 hours a year.

**Administrative Organization**

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

National Unemployment Insurance Fund (http://www.cnac.dz/) administers the program and collects contributions.

National Fund for Paid Holidays and Unemployment in the Public Works and Hydraulic Sectors administers the weather-related unemployment benefits and collects contributions.

**Family Allowances**

**Regulatory Framework**

**First and current laws:** 1941 (family allowance), 1994 (solidarity allowance), and 2001 (special school allowance).

**Type of program:** Social insurance and social assistance system.

**Coverage**

**Social insurance:** Salaried employees and social insurance beneficiaries.

Exclusions: Self-employed persons.

**Social assistance:** Needy residents of Algeria.

**Source of Funds**

**Insured person**

**Social insurance:** None.

**Social assistance:** None.

**Self-employed person**

**Social insurance:** Not applicable.

**Social assistance:** None.

**Employer**

**Social insurance:** The total cost of the school allowance.

**Social assistance:** None.

**Government**

**Social insurance:** The total cost of the family allowance.

**Social assistance:** The total cost; pays health insurance contributions for beneficiaries.

**Qualifying Conditions**

**Family allowance (Allocation familiale, social insurance):** Paid for children younger than age 17 (age 21 if an apprentice with earnings up to half the legal minimum wage, a student, or disabled). The employee must have paid contributions based on an annual covered salary of at least half the legal annual minimum wage in the last calendar year (in the last month if earnings in the last calendar year were lower or if newly hired); have a disability or illness; or receive an unemployment benefit or old-age pension. Entitlement is reassessed yearly if the employee earned at least half the legal annual minimum wage in the last calendar year (monthly if earnings in the last calendar year were lower or if newly hired).

The legal monthly minimum wage is 18,000 dinars.

**School allowance (Allocation de scolarité, social insurance):** Paid for children older than age 6. The employee must have qualified for the family allowance in each month of the second quarter for the current calendar year, have an illness, or receive an old-age or disability pension.

The legal monthly minimum wage is 18,000 dinars.

**Special school allowance (Allocation spéciale de scolarité, social assistance, means tested):** Paid for school children in vulnerable situations, including orphans, victims of terrorism, children with disabilities, and children of low-income families or parents who cease to receive unemployment benefits.

**Solidarity allowance (Allocation forfaitaire de solidarité, social assistance, income tested):** Paid to persons without any income, including household heads and persons living alone older than age 60 or with mental or physical disabilities, female household heads, persons with chronic diseases and holders of disability cards aged 18 or older; blind persons with monthly incomes of up to the legal monthly minimum wage; and low-income families with disabled children younger than age 18 holding disability cards.

The legal monthly minimum wage is 18,000 dinars.

Dependent’s supplement: Paid for each eligible dependent.
Algeria

**Family Allowance Benefits**

**Family allowance (Allocation familiale, social insurance):** With monthly family income up to 15,000 dinars, 600 dinars a month is paid for each of the first five eligible children and 300 dinars for each additional child; with monthly family income above 15,000 dinars, 300 dinars a month is paid for each eligible child.

**School allowance (Allocation de scolarité, social insurance):** With monthly family income up to 15,000 dinars, 800 dinars a year is paid for each of the first five eligible children and 400 dinars for each additional child; with monthly family income above 15,000 dinars, 400 dinars a year is paid for each eligible child.

Schedule of payments: The school allowance is paid once a year in addition to the family allowance.

**Special school allowance (Allocation spéciale de scolarité, social assistance, means tested):** 3,000 dinars is paid for each eligible child at the beginning of the school year.

**Solidarity allowance (Allocation forfaitaire de solidarité, social assistance, income tested):** 3,000 dinars a month is paid.

Dependent’s supplement: 120 dinars a month is paid for each eligible dependent, up to three dependents.

**Administrative Organization**

Ministry of Labor, Employment, and Social Security provides general supervision for the family and school allowances.

National Social Insurance Fund (http://www.cnas.dz/) administers the family and school allowances.


The solidarity allowance is paid in local post offices.

Ministry of National Education provides supervision for the special school allowance.

Authorities at the district-level (Daira) administer the special school allowance.