

Gambia

Exchange rate: US\$1.00 = 45 dalasi.

Old Age, Disability, and Survivors

Regulatory Framework

First and current laws: 1978 (social insurance); 1981 (provident fund), implemented in 1982; and 2010 (social security).

Type of program: Social insurance and provident fund system.

Coverage

Social insurance: Employed persons in quasi-government institutions and participating private companies.

Exclusions: Casual workers and self-employed persons.

Provident fund: Private-sector employees. Voluntary coverage is available for self-employed persons.

Exclusions: Casual workers.

Special systems for civil servants covered by the 1950 Pensions Act and military personnel.

Source of Funds

Insured person

Social insurance: None.

Provident fund: 5% of basic salary.

Self-employed person

Social insurance: Not applicable.

Provident fund: May contribute.

Employer

Social insurance: 15% of gross salary.

Provident fund: 10% of basic salary.

Government

Social insurance: None.

Provident fund: None.

Qualifying Conditions

Old-age pension

Old-age pension (social insurance): Age 60 with at least 10 years of continuous contributions.

Early pension (social insurance): Age 45 with at least 10 years of contributions; younger than age 45 with at least five years of contributions in case of unemployment.

Old-age settlement (social insurance): Age 60 with at least five years but less than 10 years of contributions.

Deferred old-age settlement (pension fund): Age 60.

Old-age benefit (provident fund): Age 60; voluntarily retired with at least five years of contributions and unemployed for at least two years (age 45), six months (age 46 to 54), or three months (age 55 to 59).

Disability pension

Disability pension (social insurance): Must be assessed with a disability and an incapacity for work and have at least 10 years of contributions.

A medical board assesses the disability.

Disability settlement (social insurance): Must be assessed with a disability and an incapacity for work and have at least five years but less than 10 years of contributions.

Disability benefit (provident fund): Must be assessed with an incapacity for work as the result of a disability.

A medical board assesses the disability.

Survivor benefit

Survivor benefit (social insurance): Paid to named survivors.

Survivor benefit (provident fund): Paid to named survivors.

Old-Age Benefits

Old-age pension

Old-age pension (social insurance): 75% of the total employer contributions is paid as an annuity; the remaining 25% is paid as a lump sum.

Early pension (social insurance): Calculated in the same way as the old-age pension but with a reduction based on age at retirement.

Old-age settlement (social insurance): A lump sum is paid.

Deferred old-age settlement (social insurance): A lump sum is paid.

Old-age benefit (provident fund): A lump sum of total employer and insured person's contributions plus accrued interest is paid.

100% of the benefit is paid if the insured retires voluntarily at age 45 with at least five years of contributions and after two years of unemployment; 70% of the benefit is paid if aged 46 to 54 after six months of unemployment; 85% of the benefit is paid if aged 55 or older after three months of unemployment.

Permanent Disability Benefits

Disability pension

Disability pension (social insurance): 75% of the total employer contributions is paid as an annuity; the remaining

25% is paid as a lump sum. The total amount may be paid as a lump sum if the insured is seriously ill.

Disability settlement (social insurance): A lump sum is paid.

Disability benefit (provident fund): A lump sum of total employer and insured person's contributions plus accrued interest is paid.

Partial disability (provident fund): A lump sum of up to 50% of the full disability benefit is paid, according to the assessed degree of disability. Further payments are based on an assessment of the disability by a medical board.

Survivor Benefits

Survivor benefits

Survivor benefit (social insurance): If the deceased was contributing at the time of death, a lump sum of twice the deceased's annual salary is paid.

Survivor benefit (provident fund): A lump sum of total employer and insured person's contributions plus accrued interest is paid.

Administrative Organization

Social Security and Housing Finance Corporation administers the social insurance and provident fund.

Sickness and Maternity

Regulatory Framework

First Law: 1990 (labor act)

Current Law: 2007 (labor act)

Type of program: Employer-liability (cash sickness and maternity benefits) system.

Coverage

Employed persons.

Exclusions: Civil servants, military personnel, and household workers.

Source of Funds

Insured person: None.

Self-employed person: Not applicable.

Employer: Total cost.

Government: None.

Qualifying Conditions

Cash sickness benefits: There is no minimum qualifying period.

Cash maternity benefits: Must have at least two years of continuous employment with the same employer.

Sickness and Maternity Benefits

Cash sickness benefits: 100% of the employee's earnings is paid for a maximum period defined by collective agreements or Joint Industrial Council Agreements.

Cash maternity benefits: 100% of the employee's earnings is paid for six weeks before and six weeks after the expected date of childbirth.

Workers' Medical Benefits

No statutory benefits are provided.

Dependents' Medical Benefits

No statutory benefits are provided.

Administrative Organization

The Department of Labour administers the program.

Work Injury

Regulatory Framework

First law: 1940 (workmen's compensation).

Current law: 1990 (industrial injuries compensation), implemented in 1996.

Type of program: Employer-liability system.

Coverage

Employed persons in central government and public enterprises, local government authorities, and the private sector.

Exclusions: Self-employed persons, military personnel, casual and household workers, and family members living in the employer's home.

Source of Funds

Insured person: None.

Self-employed person: Not applicable.

Employer: 1% of covered payroll.

The maximum monthly earnings used to calculate contributions are 1,500 dalasi.

Government: None; contributes as an employer for civil servants.

Qualifying Conditions

Work injury benefits: There is no minimum qualifying period; the incapacity must last at least five consecutive days.

Temporary Disability Benefits

60% of the insured's earnings is paid monthly for up to six months.

The maximum monthly earnings used to calculate benefits are 1,500 dalasi.

Partial disability: A reduced pension is paid (usually 60% of the difference between earnings before and after the disability began) until recovery or certification of permanent disability after 12 months.

Permanent Disability Benefits

Permanent disability pension: If the insured is assessed with a total disability, 60% of the insured's earnings is paid.

The minimum monthly benefit is 100 dalasi.

The maximum monthly earnings used to calculate benefits are 1,500 dalasi.

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

Partial disability: For an assessed degree of disability of 20% to 99%, a reduced pension is paid according to the assessed degree of disability; for an assessed disability of less than 20%, a lump sum is paid.

Pensions are paid monthly.

Survivor Benefits

Survivor benefit: A lump sum of 120 months of the deceased's earnings is paid to dependent survivors; a reduced benefit is paid to survivors who were partially dependent.

The minimum survivor benefit is 100,000 dalasi.

The maximum survivor benefit is 180,000 dalasi.

The maximum monthly earnings used to calculate benefits are 1,500 dalasi.

Funeral grant: If there are no surviving dependents, burial expenses up to 1,000 dalasi are paid.

Administrative Organization

Social Security and Housing Finance Corporation and the Department of Labour enforce the law.

Injuries Compensation Fund administers the program.

Unemployment

Regulatory Framework

The Labor Act of 2008 requires employers to provide severance pay to an employee with a contract of unlimited duration dismissed for economic, organizational, climatic or technical reasons, including mechanization or automation, or if the place of employment moves more than 40 kilometers and the employee declines an offer of employment. The benefit is six months of employee earnings.