Convention No. 102
Social Security
(Minimum Standards)
Convention, 1952
Medical Care

(Part II)
Contingency: Social Risk covered

1) Any morbid condition (=sickness), whatever its cause, and
2) pregnancy and confinement and their consequences. (≠sickness)
Minimum number of prescribed classes of persons covered

OPTIONS:

- 50% of all employees, and also their wives and children;

OR

- economically active Population constituting not less than 20% of all residents, and also their wives and children;

OR

- 50% of all residents.
Types of medical care:

- Preventive care;
- Curative care;
- General practitioner care, including home visits;
- Specialist care in hospitals or outside;
- The essential pharmaceutical supplies;
- Hospitalization where necessary;
- Prenatal, confinement and postnatal care either by medical practitioners or by qualified midwives, and hospitalization where necessary.
Entitlement conditions:

- Possibility of setting a qualifying period as may be considered necessary to preclude abuse (from 1 to 3 months)
Minimum duration of medical care

- Minimum of 26 weeks in each case of sickness

- Duration of medical care is to be prolonged as long as beneficiary is entitled to sickness benefit and in case of diseases recognized as entailing prolonged care
Sickness Benefit
(Part III)
Incapacity for work resulting from a morbid condition and involving suspension of earnings.
Sickness Benefit (Part III)

Minimum number of persons covered:

- Classes of employees, not less than 50% of all employees;

OR

- Classes of economically active population, not less than 20% of all residents;

OR

- All residents whose means during the contingency do not exceed prescribed limits.
Sickness Benefit (Part III)

Minimum level of periodical payments:

- **Earnings-related benefit**: at least 45% of former earnings;
- **Flat-rate benefit**: at least 45% of wage of unskilled worker;
- **Means-tested benefit**: Means and benefit together must amount to at least 45% of wage of unskilled worker.
Sickness Benefit (Part III)

Maximum qualifying period:

- Possibility of setting a qualifying period as may be considered necessary to preclude abuse.
Minimum duration of benefit:

- Minimum of 26 weeks in each case of sickness.
- Possibility of setting a waiting period of the first three days.
SOCIAL SECURITY (MINIMUM STANDARDS) CONVENTION, 1952

Maternity Benefit

(Part VIII)
Contingency: Risk covered

- Pregnancy and confinement and their consequences, and resulting suspension of earnings.
Minimum number of covered women:

- All **women** in prescribed classes of **employees**, not less than **50% of all employees**, 
  
  +  
  
  - for maternity medical benefit also the **wives of men in these classes**;

**OR**

- All **women** in prescribed classes of **economically active population**, not less than **20% of all residents**, 
  
  +  
  
  - for maternity medical benefit also the **wives of men in these classes**
Types and minimum amounts of maternity benefits:

Medical care benefits:
- pre-natal, confinement and post-natal care, +
- hospitalisation, where necessary.

Cash Benefits:
- **Earnings-related benefit:** at least 45% of former earnings; or
- **Flat-rate benefit:** at least 45% of wage of unskilled worker;
Maternity Benefit (Part VIII)

Entitlement conditions:

- Possibility of setting a **qualifying period** as may be considered necessary to preclude **abuse**. (up to 1 year)
Minimum duration of maternity benefits:

- **Medical care** has to be granted **throughout** the period of pregnancy, confinement and their consequences;

- **Maternity cash benefit** has to be granted for a minimum of **12 weeks** in case of suspension of earnings.
Unemployment Benefit (Part IV)

Contingency: risk covered

- Inability to obtain **suitable employment** by a person protected who is:
  - capable of work and
  - available for work
Minimum number of persons covered:

- Classes of employees, not less than **50% of all employees**;

- **OR**

- All residents whose means during the contingency do not exceed prescribed limits.
Unemployment Benefit (Part IV)

Minimum amount of periodical payment:

- **Earnings-related benefit**: at least 45% of former earnings;
- **Flat-rate benefit**: at least 45% of wage of unskilled worker;
- **Means-tested benefit**: the sum of other means of the family of the beneficiary and his unemployment pension together must amount to at least 45% of wage of unskilled worker.
Unemployment Benefit (Part IV)

Entitlement conditions:

- Possibility of setting a qualifying period as may be considered necessary to preclude abuse (typically 1 year).
- Possibility of setting a waiting period of maximum 7 days.
Minimum duration of periodical payments:

- For employees - **13 weeks** within a period of 12 months.
- For residents – **26 weeks** within a period of 12 months.
Employment Injury Benefit

(Part VI)
**Convention No. 102**

**Employment Injury Benefit (Part VI)**

**Contingency: risk covered**

- Work-related to accident or prescribed disease resulting in:
  - Morbid condition;
  - Temporary incapacity for work involving suspension of earnings;
  - Permanent total or partial loss of earning capacity or corresponding loss of faculty;
  - Loss of support suffered by the widow or child as result of the death of the breadwinner.
**Employment Injury Benefit (Part VI)**

**Minimum number of classes of employees covered:**

- 50% of all employees.
Medical care

- **In case of morbid condition:**
  - *general practitioner and specialist* in-patient care and *out-patient care*, including domiciliary visiting;
  - *dental care*;
  - *nursing care* at home or in hospital or other medical institutions;
  - *maintenance in hospitals*, convalescent homes, sanatoria or other medical institutions;
  - *dental, pharmaceutical and other medical or surgical supplies*, including prosthetic appliances, kept in repair, and eyeglasses; and
  - the care furnished by members of such *other professions* as may at any time be legally recognised as allied to the medical profession, under the supervision of a medical or dental practitioner.
Employment Injury Benefit (Part VI)

Minimum level of periodical payments:

- **In case of incapacity for work or invalidity:**
  - Earnings-related benefit: at least 50% of former earnings;
  - Flat-rate benefit: at least 50% of wage of unskilled worker.

- **In case of death of the breadwinner**
  - At least 40% of former earnings or of wage of unskilled worker.

*Regular adjustment of pensions in payment to the cost of living (inflation)*

*Possibility of conversion in lump sum under certain circumstances*
Employment Injury Benefit (Part VI)

Entitlement conditions:

- Prohibition to prescribe qualifying period.
- In case of a widow, the right to benefit may be made conditional on her being incapable of self-support.

In case of temporary incapacity:

- Possibility of establishing waiting period of maximum three days.
Benefit has to be granted throughout the contingency until full;

- Restoration of the capacity to work;
- During the whole period of invalidity;
- During the whole period when the widow is incapable of self-support;
- Until the child reaches school-leaving age or the age of 15 years
Old – Age Benefit (Part V)
Contingency: risk covered

- **Survival** beyond age of 65 or such higher age with due regard to working ability of elderly persons.
Minimum number of persons covered:

- Classes of employees, not less than 50% of all employees;

or

- Classes of economically active population, not less than 20% of all residents;

or

- All residents whose means during the contingency do not exceed prescribed limits.
**Old – Age Benefit (Part V)**

**Minimum amount of periodical payments:**

- **Earnings-related benefit:** at least 40% of former earnings;
- **Flat-rate benefit:** at least 40% of wage of unskilled worker;
- **Means-tested benefit:** the sum of other means of the family of the beneficiary and his old-age pension together must amount to at least 40% of wage of unskilled worker.

+ Regular adjustment of pensions in payment to the cost of living (inflation)
Old – Age Benefit (Part V)

- The minimum replacement rate must be provided after **30 years of contributions or employment**;
- A **reduced pension** has to be paid after **15 years of contributions or employment**.
- Benefit has to be paid **until death**.
- Benefit may be **suspended** if pensioner is engaged in gainful activity or has earnings above prescribed amount.
SOCIAL SECURITY (MINIMUM STANDARDS) CONVENTION, 1952

Invalidity Benefit

(Part IX)
Invalidity Benefit
(Part IX)

Contingency: risk covered

Permanent inability to engage in any gainful activity = 100% invalidity
Minimum number of persons covered:

- Classes of employees, not less than 50% of all employees;

or

- Classes of economically active population, not less than 20% of all residents;

or

- All residents whose means during the contingency do not exceed prescribed limits.
Invalidity Benefit (Part IX)

Minimum level of periodical payments:

- **Earnings-related benefit**: at least 40% of former earnings;

- **Flat-rate benefit**: at least 40% of the nationally determined wage of unskilled worker;

- **Means-tested benefit**: the sum of other means of the family of the beneficiary and his invalidity pension together must amount to at least 40% of wage of unskilled worker.

+ Regular adjustment of pensions in Payment to the cost of living (inflation)
Invalidity Benefit
(Part IX)

Maximum qualifying period:

- Guaranteed benefit rate shall be paid after 15 years of contributions or employment or 10 years of residence;
- Reduced pension shall be paid after 5 years of contributions or employment.
**Invalidity Benefit**
*(Part IX)*

Minimum duration of periodical payment:

- Benefit shall be paid throughout *invalidity* or until old-age pension becomes payable.
SOCIAL SECURITY (MINIMUM STANDARDS) CONVENTION, 1952

Survivors’ Benefit

(Part X)
**Survivors’ Benefit (Part X)**

**Contingency: risk covered**

- **Loss of support** suffered by the widow or child as the result of the death of the breadwinner;

**Entitlement conditions:**

- in case of a widow, the benefit may be made **conditional on her incapability of self-support.**
  - *Child*: until school-leaving age or the age of 15 years

- **Benefit may be suspended or reduced** if beneficiary is engaged in prescribed gainful activity or has earnings above prescribed amount.
Minimum number of protected wives and children of breadwinners in:

- Classes of employees, not less than 50% of all employees;

or

- Classes of economically active population, not less than 20% of all residents;

or

- All residents whose means during the contingency do not exceed prescribed limits.
Survivors’ Benefit (Part IX)

Minimum level of periodical payments:

Earnings-related benefit: at least 40% of former earnings;

Flat-rate benefit: at least 40% of the nationally determined wage of unskilled worker;

Means-tested benefit: the sum of other means of the family of the beneficiary and his invalidity pension together must amount to at least 40% of wage of unskilled worker.

+ Regular adjustment of pensions in Payment to the cost of living (inflation)
Survivors’ Benefit (Part X)

- Guaranteed benefit rate shall be paid after 15 years of contributions or employment or 10 years of residence;

- Reduced pension shall be paid after 5 years of contributions or employment.

- For childless widows, a minimum duration of marriage may be required.