

Minimum requirements in ILO social security standards

ILO social security standards have come to be recognized globally as key references for the design of rights-based, sound and sustainable social protection schemes and systems. They also give meaning and definition to the content of the right to social security as laid down in international human rights instruments (notably the Universal Declaration of Human Rights, 1948, and the International Covenant on Economic, Social and Cultural Rights, 1966), thereby constituting essential tools for the realization of this right and the effective implementation of a rights based approach to social protection. Guiding ILO policy and technical advice in the field of social protection, ILO social security standards are primarily tools for governments which, in consultation with employers and workers, are seeking to draft and implement social security law, establish administrative and financial governance frameworks, and develop social protection policies. More specifically, these standards serve as key references for:

- the elaboration of national social security extension strategies;
- the development and maintenance of comprehensive national social security systems;
- the design and parametric adjustments of social security schemes;
- the establishment and implementation of effective recourse, enforcement and compliance mechanisms;
- the good governance of social security and improvement of administrative and financial structures;
- the realization of international and regional obligations, and the operationalization of national social protection strategies and action plans; and
- working towards the achievement of Sustainable Development Goals, particularly Goals 1, 3, 5, 8, 10 and 16.

The ILO's normative social security framework consists of eight up-to-date Conventions and nine Recommendations¹. The most prominent of these are the Social Security (Minimum Standards) Convention, 1952 (No. 102), and the Social Protection Floors Recommendation, 2012 (No. 202). Other Conventions and Recommendations set higher standards in respect of the different social security branches, or spell out the social security rights of migrant workers. ILO standards establish qualitative and quantitative benchmarks

¹ Income Security Recommendation, 1944 (No. 67), Medical Care Recommendation, 1944 (No. 69), Social Security (Minimum Standards) Convention, 1952 (No. 102), Equality of Treatment (Social Security) Convention, 1962 (No. 118), Employment Injury Benefits Convention, 1964 (No. 121) and Recommendation, 1964 (No. 121), Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128) and Recommendation, 1967 (No. 131), Medical Care and Sickness Benefits Convention, 1969 (No. 130) and Recommendation, 1969 (No. 134), Maintenance of Social Security Rights Convention, 1982 (No. 157) and Recommendation, 1983 (No. 167), Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168) and Recommendation, 1988 (No. 176), Maternity Protection Convention, 2000 (No. 183) and Recommendation, 2000 (No. 191), and Social Protection Floors Recommendation, 2012 (No. 202). These instruments are reproduced in the compendium Building social protection systems: International standards and human rights instruments (Geneva, ILO, 2017).

which together determine the minimum standards of social security protection to be provided by social security schemes when life risks or circumstances occur, with regard to:

- definition of the contingency (what risk or life circumstance must be covered?)
- persons protected (who must be covered?)
- type and level of benefits (what should be provided?)
- entitlement conditions, including qualifying period (what should a person do to get the right to a benefit?)
- duration of benefit and waiting period (how long must the benefit be paid/provided for?)

In addition, they set out common rules of collective organization, financing and management of social security, as well as principles for the good governance of national systems. These include:

- the general responsibility of the State for the due provision of benefits and proper administration of social security systems;
- solidarity, collective financing and risk-pooling
- participatory management of social security schemes;
- guarantee of defined benefits;
- adjustment of pensions in payment to maintain the purchasing power of beneficiaries; and
- the right to complain and appeal.

Tables 1– 9 provide a summary overview of some of the key requirements set out in ILO standards.

Table 1: Main requirements: ILO social security standards on health protection

	Convention No. 102 Minimum standards	Convention No. 130^a and Recommendation No. 134^b Advanced standards	Recommendation No. 202 Basic protection
What should be covered?	Any ill health condition, whatever its cause; pregnancy, childbirth and their consequences.	The need for medical care of curative and preventive nature.	Any condition requiring health care, including maternity.
Who should be covered?	At least: <ul style="list-style-type: none"> – 50% of all employees, and wives and children; <i>or</i> – categories of the economically active population (forming not less than 20% of all residents, and wives and children); <i>or</i> – 50% of all residents. 	C.130: All employees, including: <ul style="list-style-type: none"> – apprentices, and their wives and children; <i>or</i> – categories of the active population forming not less than 75% of whole active population, and their wives and children; <i>or</i> – prescribed class of residents forming not less than 75% of all residents. (Persons already receiving certain social security benefits shall also continue to be protected under prescribed conditions). R.134: In addition: persons in casual employment and their families, members of employers' families living in their house and working for them, all economically active persons and their families, all residents.	At least all residents and children, subject to the country's existing international obligations.
What should the benefit be?	<i>In case of ill health:</i> general practitioner care, specialist care at hospitals, essential medications and supplies, hospitalization if necessary. <i>In case of pregnancy, childbirth and their consequences:</i> prenatal, childbirth and post-natal care by medical practitioners and qualified midwives, hospitalization if necessary.	C.130: The medical care required by the person's condition, with a view to maintaining, restoring or improving health and ability to work and attend to personal needs, including at least: general practitioner care, specialist care at hospitals, allied care and benefits, essential medical supplies, hospitalization if necessary, dental care and medical rehabilitation. R.134: Also the supply of medical aids (e.g. eyeglasses) and services for convalescence.	Goods and services constituting at least essential health care, including maternity care, meeting accessibility, availability, acceptability and quality criteria; free prenatal and post-natal medical care for the most vulnerable; higher levels of protection should be provided to as many people as possible, as soon as possible.
What should the benefit duration be?	As long as ill health, or pregnancy and childbirth and their consequences, persist. May be limited to 26 weeks in each case of sickness. Benefit should not be suspended while beneficiary receives sickness benefits or is treated for a disease recognized as requiring prolonged care.	C.130: Throughout the contingency. May be limited to 26 weeks where a beneficiary ceases to belong to the categories of persons protected, unless he/she is already receiving medical care for a disease requiring prolonged care, or as long as he/she is paid a cash sickness benefit. R.134: Throughout the contingency.	As long as required by the health status
What conditions can be prescribed for entitlement to a benefit?	Qualifying period may be prescribed as necessary to preclude abuse.	C.130: Qualifying period shall be such as not to deprive of the right to benefits persons who normally belong to the category. R.134: Right to benefit should not be subject to qualifying period.	Persons in need of health care should not face hardship and an increased risk of poverty due to financial consequences of accessing essential health care. Should be defined at national level and

	Convention No. 102 Minimum standards	Convention No. 130 ^a and Recommendation No. 134 ^b Advanced standards	Recommendation No. 202 Basic protection
			prescribed by law, applying principles of non-discrimination, responsiveness to special needs and social inclusion, and ensuring the rights and dignity of people.
^a Medical Care and Sickness Benefits Convention, 1969. ^b Medical Care and Sickness Benefits Recommendation, 1959.			

Table 2. Main requirements: ILO social security standards on sickness benefits

	Convention No. 102 Minimum standards	Convention No. 130 and Recommendation No. 134 Advanced standards	Recommendation No. 202 Basic protection
What should be covered?	Incapacity to work resulting from illness that results in the suspension of income	C.130: Incapacity to work resulting from sickness and involving suspension of earnings. R.134: Also covers periods of absence from work resulting in loss of earnings due to convalescence, curative or preventative medical care, rehabilitation or quarantine, or due to caring for dependants.	At least basic income security for those who are unable to earn a sufficient income due to sickness.
Who should be protected?	At least: <ul style="list-style-type: none"> – 50% of all employees; <i>or</i> – categories of the economically active population (forming not less than 20% of all residents); <i>or</i> – all residents with means under a prescribed threshold 	C.130: All employees, including: apprentices; <i>or</i> <ul style="list-style-type: none"> – categories of economically active population (forming not less than 75% of whole economically active population); <i>or</i> – all residents with means under prescribed threshold. R.134: Extension to persons in casual employment, members of employers' families living in their house and working for them, all economically active persons, all residents.	At least all residents of active age, subject to the country's existing international obligations.
What should be the benefit?	<i>Periodic payments:</i> at least 45% of reference wage.	C.130: Periodic payments: at least 60% of reference wage; in case of death of the beneficiary, benefit for funeral expenses. R.134: Benefit should be 66.66% of reference wage.	Benefits in cash or in kind at a level that ensures at least basic income security, so as to secure effective access to necessary goods and services; prevents or alleviates poverty, vulnerability and social exclusion; and enables life in dignity. Levels should be regularly reviewed.

	Convention No. 102 Minimum standards	Convention No. 130 and Recommendation No. 134 Advanced standards	Recommendation No. 202 Basic protection
What should the benefit duration be?	As long as the person remains unable to engage in gainful employment due to illness; possible waiting period of max. three days before benefit is paid; benefit duration may be limited to 26 weeks in each case of sickness.	C.130: As long as the person remains unable to engage in gainful employment due to illness; possible waiting period of max three days before benefit is paid; benefit duration may be limited to 52 weeks in each case of sickness. R.134: Benefit should be paid for full duration of sickness or other contingencies covered.	As long as the incapacity to earn a sufficient income due to sickness remains.
What conditions can be prescribed for entitlement to a benefit?	Qualifying period may be prescribed as necessary to prevent abuse.	C.130: Qualifying period may be prescribed as necessary to prevent abuse.	Should be defined at national level, and prescribed by law, applying principles of non-discrimination, responsiveness to special needs and social inclusion, and ensuring the rights and dignity of people.

Table 3. Main requirements: ILO social security standards on unemployment protection

	Convention No. 102 Minimum standards	Convention No. 168 a and Recommendation No. 176 b Advanced standards	Recommendation No. 202 Basic protection
What should be covered?	Suspension of earnings due to inability to find suitable employment for capable and available person.	C.168: Loss of earnings due to inability to find suitable employment for capable and available person actively seeking work. Protection should be extended to loss of earnings due to partial unemployment, suspension or reduction of earnings due to temporary suspension of work, as well as part-time workers seeking full-time work. R.176: Provides guidance for assessing suitability of potential employment.	At least basic income security for those who are unable to earn sufficient income in case of unemployment.
Who should be protected?	At least: <ul style="list-style-type: none"> – 50% of all employees; or – all residents with means under prescribed threshold. 	C.168: At least 85% of employees, including public employees and apprentices; all residents with means under prescribed threshold. Coverage should be extended to part-time workers and at least 3 of the 10 listed categories of persons seeking work who have never been, or have ceased to be, recognized as unemployed or covered by unemployment protection schemes. R.176: Coverage should be extended progressively to all employees as well as to persons experiencing hardship during waiting period.	At least all residents of active age, subject to the country's existing international obligations.
What should be the benefit?	Periodic payments; at least 45% of reference wage.	C.168: Periodic payments: at least 50% of reference wage; or total benefits must guarantee the beneficiary healthy and reasonable living conditions.	Benefits in cash or in kind at a level that ensures at least basic income security, so as to secure effective access to necessary goods and services; prevents or alleviates poverty,

	Convention No. 102 Minimum standards	Convention No. 168 a and Recommendation No. 176 b Advanced standards	Recommendation No. 202 Basic protection
		R.176: For partial employment: total benefit and earnings from the part-time work should reach a sum between previous earnings from full-time work and the amount of full unemployment benefit, or be calculated in light of reduction of hours of work suffered.	vulnerability and social exclusion; and enables life in dignity.
What should the benefit duration be?	<i>For schemes covering employees:</i> At least 13 weeks of benefits within a period of 12 months. <i>For means-tested (non-contributory) schemes:</i> At least 26 weeks within a period of 12 months. Possible waiting period of max seven days.	C.168: Throughout the unemployment period; possibility to limit initial duration of payment of the benefit to 26 weeks in each case of unemployment or 39 weeks over any period of 24 months; possible waiting period of max seven days. R.176: Benefit duration should be extended until pensionable age for unemployed persons having reached a prescribed age.	As long as the incapacity to earn a sufficient income remains.
What conditions can be prescribed for entitlement to a benefit?	Qualifying period may be prescribed as necessary to prevent abuse.	C.168: Qualifying period may be prescribed as necessary to prevent abuse. R.176: Qualifying period should be adapted or waived for new jobseekers.	Should be defined at national level, and prescribed by law, applying principles of non-discrimination, responsiveness to special needs and social inclusion, and ensuring the rights and dignity of people.
<small>^a Employment Promotion and Protection against Unemployment Convention, 1988. ^b Employment Promotion and Protection against Unemployment Recommendation, 1988.</small>			

Table 4. Main requirements: ILO social security standards on income security in old age (old-age pensions)

	Convention No. 102 Minimum standards	Convention No. 128 a and Recommendation No. 131 b Advanced standards	Recommendation No. 202 Basic protection
What should be covered?	Survival beyond a prescribed age (65 or higher according to working ability of elderly persons in country).	C.128: Survival beyond a prescribed age (65 or higher with due regard to demographic, economic and social criteria). Also, the prescribed age should be lower than 65 for persons with occupations deemed arduous or unhealthy. R.131: In addition, the prescribed age should be lowered based on social grounds.	At least basic income security for older persons.
Who should be protected?	At least: – 50% of all employees; <i>or</i>	C.128: All employees, including apprentices; <i>or</i>	All residents of a nationally prescribed age, subject to the country's existing international

	Convention No. 102 Minimum standards	Convention No. 128 a and Recommendation No. 131 b Advanced standards	Recommendation No. 202 Basic protection
	<ul style="list-style-type: none"> – categories of economically active population (forming not less than 20% of all residents); <i>or</i> – all residents with means under prescribed threshold. 	<ul style="list-style-type: none"> – categories of economically active population (forming not least 75% of whole economically active population); <i>or</i> – all residents; <i>or</i> – residents with means under prescribed threshold. <p>R.131: Coverage should be extended to persons whose employment is of casual nature; <i>or</i> all economically active persons. (Benefits should not be suspended solely for reason of being absent from the territory).</p>	obligations.
What should be the benefit?	<i>Periodic payments:</i> at least 40% of reference wage; adjustment following substantial changes in general level of earnings which result from substantial changes in the cost of living.	<p>C.128: <i>Periodic payments:</i> at least 45% of reference wage; adjustment following substantial changes in general level of earnings or in the cost of living.</p> <p>R.131: At least 55% of reference wage; minimum amount of old-age benefit should be fixed by legislation to ensure a minimum standard of living; level of benefit should be increased if beneficiary requires constant help.</p> <p>The amount of benefits should be periodically adjusted taking account of changes in the general level of earnings or the cost of living.</p> <p>(Level of benefits should be increased under certain conditions, if the person who has reached pensionable age defers either their retirement or their claim to benefits).</p> <p>Benefits provided through a contributory scheme should not be suspended solely because the person entitled to the benefits is gainfully occupied.</p>	Benefits in cash or in kind at a level that ensures at least basic income security, so as to secure effective access to necessary goods and services; prevents or alleviates poverty, vulnerability and social exclusion; and enables life in dignity. Levels should be regularly reviewed.
What should the benefit duration be?	From the prescribed age to the death of beneficiary.	From the prescribed age to the death of beneficiary.	From the nationally prescribed age to the death of beneficiary.
What conditions can be prescribed for entitlement to a benefit?	30 years of contribution or employment (for contributory schemes) or 20 years of residence (for non-contributory schemes); <i>or</i> , if all EAP covered, a prescribed qualifying period and a prescribed yearly average number of contributions paid. Entitlement to a reduced benefit after 15 years of contribution or employment; <i>or</i> , if all EAP covered, a prescribed qualifying period and meet half the yearly average number of contributions prescribed.	<p>C.128: Same as C.102</p> <p>R.131: 20 years of contributions or employment (for contributory schemes) <i>or</i> 15 years of residence (for non-contributory schemes).</p> <p>Entitlement to a reduced benefit after 10 years of contribution or employment.</p> <p>Periods of incapacity due to sickness, accident or maternity, and periods of involuntary unemployment, in respect of which benefit was paid, and compulsory military service, should be assimilated to periods of contribution or employment for calculation of the qualifying period fulfilled.</p>	Should be defined at national level and prescribed by law, applying the principles of non-discrimination, responsiveness to special needs and social inclusion, and ensuring the rights and dignity of older persons.

	Convention No. 102 Minimum standards	Convention No. 128 a and Recommendation No. 131 b Advanced standards	Recommendation No. 202 Basic protection
^a Invalidity, Old-Age and Survivors' Benefits Convention, 1967. ^b Invalidity, Old-Age and Survivors' Benefits Recommendation, 1967.			

Table 5. Main requirements: ILO social security standards on employment injury protection

	Convention No. 102 Minimum standards	Convention No. 121 a and Recommendation No. 121 b Advanced standards	Recommendation No. 202 Basic protection
What should be covered?	Ill health and/or incapacity for work due to work-related accident or disease, resulting in suspension of earnings; total loss of earning capacity or partial loss at a prescribed degree, likely to be permanent, or corresponding loss of faculty; loss of support for the family in case of death of breadwinner.	C.121: Same as C.102 .	At least basic income security for those who are unable to earn a sufficient income due to employment injury.
Who should be protected?	At least 50% of all employees and their wives and children.	C.121: All public and private sector employees, including members of cooperatives and apprentices; in case of death, spouse, children and other dependants as prescribed. R.121: Coverage should be extended progressively to all categories of employees, other categories of workers and other dependent family members (parents, brothers and sisters, and grandchildren).	At least all residents of active age, subject to the country's existing international obligations.
What should the benefit be?	<i>Medical care and allied benefits:</i> General practitioner, specialist, dental care, nursing care; hospitalization; medication, rehabilitation, prosthetics, eyeglasses, etc., with a view to maintaining, restoring or improving health and ability to work and attend to personal needs.	C.121: Medical care: Same as C.102 ; also emergency and follow-up treatment at place of work. <i>Cash benefits:</i> Periodic payments: at least 60% of reference wage in cases of incapacity for work or invalidity; at least 50% of reference wage as well as funeral benefits in case of death of breadwinner. Level of benefit should be increased if beneficiary requires constant help.	Benefits in cash or in kind at a level that ensures at least basic income security, so as to secure effective access to necessary goods and services; prevents or alleviates poverty, vulnerability and social exclusion; and enables life in dignity. Levels should be regularly reviewed.

	Convention No. 102 Minimum standards	Convention No. 121 a and Recommendation No. 121 b Advanced standards	Recommendation No. 202 Basic protection
	<p><i>Cash benefits:</i> Periodic payments: at least 50% of reference wage in cases of incapacity to work or invalidity; at least 40% of reference wage in cases of death of breadwinner.</p> <p>Adjustment of long-term benefits following substantial changes in general level of earnings which result from substantial changes in the cost of living.</p> <p>Lump sum if incapacity is slight and competent authority is satisfied that the sum will be used properly.</p>	<p><i>Lump sum:</i> Same conditions as C.102 as regards substantial partial loss of earning capacity or corresponding loss of faculty, or with regards to partial loss of earning capacity likely to be permanent which is not substantial but which is in excess of a prescribed degree, with the consent of the injured person and if the competent authority believes that it will be used in a particularly advantageous manner.</p> <p>Adjustment of long-term benefits following substantial changes in the general level of earnings and/or the cost of living.</p> <p>R.121: Same as C.102.</p> <p><i>Cash benefit:</i> not less than 66.67% of average earnings of persons protected;</p> <p>Costs of constant help or attendance should be covered when such care is required.</p> <p>Supplementary or special benefits where unemployability or disfigurement are not taken into account in the evaluation of the loss sustained.</p> <p>Lump sum allowed where degree of incapacity is less than 25%; should bear an equitable relationship to periodic payments and not be less than periodic payments for three years.</p>	
What should the benefit duration be?	<p>As long as the person is in need of health care or remains incapacitated.</p> <p>No waiting period except for temporary incapacity to work for a maximum of three days.</p>	<p>C.121: As long as the person is in need of health care or remains incapacitated.</p> <p>R.121: In addition, cash benefits should be paid from first day in each case of suspension of earnings.</p>	As long as the incapacity to earn a sufficient income remains.
What conditions can be prescribed for entitlement to a benefit?	<p>No qualifying period allowed for benefits to injured persons.</p> <p>For dependants, benefit may be made conditional on spouse being presumed incapable of self-support and children remaining under a prescribed age.</p>	<p>C.121: Same as C.102. (In the case of occupational diseases, a period of exposure may be prescribed.)</p>	Should be defined at national level and prescribed by law, applying the principles of non-discrimination, responsiveness to special needs and social inclusion, and ensuring the rights and dignity of the injured people.
<p>^a Employment Injury Benefits Convention, 1964. ^b Employment Injury Benefits Recommendation, 1964.</p>			

Table 6. Main requirements: ILO social security standards on family/child benefits

	ILO Convention No. 102 Minimum standards	ILO Recommendation No. 202 Basic protection
What should be covered?	Responsibility for child maintenance.	At least basic income security for children.
Who should be protected?	At least: <ul style="list-style-type: none"> – 50% of all employees; <i>or</i> – categories of economically active population (forming not less than 20% of all residents; <i>or</i> – all residents with means under prescribed threshold. 	All children.
What should the benefit be?	Periodic payments; <i>or</i> provision for food, clothing, housing, holidays or domestic help; <i>or</i> combination of both. <i>Total value of benefits calculated at a global level:</i> <ul style="list-style-type: none"> – at least 3% of reference wage multiplied by number of children of covered people; <i>or</i> – a least 1.5% of reference wage multiplied by number of children of all residents. 	Benefits in cash or in kind at a level that ensures at least basic income security for children, providing access to nutrition, education, care and other necessary goods and services.
What should the benefit duration be?	At least from birth to 15 years of age or school-leaving age.	For the duration of childhood.
What conditions can be prescribed for entitlement to a benefit?	<ul style="list-style-type: none"> – Three months' contributions or employment (for contributory or employment based schemes); – one year's residence (for non-contributory schemes). 	Should be defined at national level and prescribed by law, applying the principles of non-discrimination, responsiveness to special needs and social inclusion, and ensuring the rights and dignity of children.

Table 7. Main requirements: ILO social security standards on maternity protection

	ILO Convention No. 102 Minimum standards	ILO Convention No. 183 a and Recommendation No. 191 b Advanced standards	ILO Recommendation No. 202 Basic protection
What should be covered?	Medical care required by pregnancy, confinement and their consequences; resulting lost wages.	C.183: Medical care required by pregnancy, child birth and their consequences; resulting lost wages. R.191: Same as C.183 .	Essential maternity health care At least basic income security for those who are unable to earn a sufficient income due to maternity.
Who should be protected?	At least:	C.183: All employed women including those in atypical forms of dependant work.	At least all women who are residents, subject to the country's international obligations.

	ILO Convention No. 102 Minimum standards	ILO Convention No. 183 a and Recommendation No. 191 b Advanced standards	ILO Recommendation No. 202 Basic protection
	<ul style="list-style-type: none"> – all women in prescribed classes of employees, which classes constitute not less than 50% of all employees and, for maternity medical benefit, also the wives of men in these classes <i>or</i> – all women in categories of the economically active population forming not less than 20% of all residents, including, with regard to maternity medical benefit, the wives of men in these classes); <i>or</i> – all women with means under prescribed threshold. 	R.191: Same as C.183 .	
What should the benefit be?	<p><i>Medical benefits:</i> At least:</p> <ul style="list-style-type: none"> – prenatal, confinement and post-natal care by qualified practitioners; – hospitalization if necessary. <p><i>With a view to maintaining, restoring or improving the health of the woman protected and her ability to work and to attend to her personal needs.</i></p> <p><i>Cash benefits:</i> Periodic payment: At least 45% of the reference wage.</p>	<p>C.183: <i>Medical benefits:</i> At least prenatal, childbirth and post-natal care; hospitalization if necessary. Daily remunerated breaks or reduced hours for breastfeeding.</p> <p><i>Cash benefits:</i> At least 66.67% of previous earnings; should maintain mother and child in proper conditions of health and a suitable standard of living. Appropriateness to increase the levels of cash benefits must be examined periodically.</p> <p>R.191: <i>Medical benefits:</i> Medical maternity care should also comprise pharmaceutical and medical supplies, medically prescribed tests as well as dental and surgical care.</p> <p><i>Cash benefits:</i> Should be raised to the full amount of the woman's previous earnings.</p>	<p><i>Medical benefits:</i> Goods and services constituting essential maternity healthcare meeting criteria of availability, accessibility, acceptability and quality; free prenatal and post-natal medical care should be considered for the most vulnerable.</p> <p><i>Benefits in cash or in kind:</i> should ensure at least basic income security, so as to secure effective access to necessary goods and services, and be at a level that prevents or alleviates poverty, vulnerability and social exclusion and enables life in dignity. Levels should be regularly reviewed.</p>
What should the benefit duration be?	<p><i>Medical benefits:</i> Throughout the contingency</p> <p><i>Cash benefits:</i> At least 12 weeks for cash benefits.</p>	<p>C.183: 14 weeks' maternity leave, including 6 weeks' compulsory leave after childbirth; additional leave before or after maternity leave in case of illness, complications or risk of complications arising from pregnancy or childbirth.</p> <p>R.191: At least 18 weeks' maternity leave. Extension of the maternity leave in the event of multiple births.</p>	As long as the incapacity to earn a sufficient income remains.
What conditions can be prescribed for entitlement to a benefit?	As considered necessary to preclude abuse.	<p>C.183: Conditions must be met by a large majority of women; those who do not meet conditions are entitled to social assistance.</p> <p>R.191: Same as C.183.</p>	Should be defined at national level and prescribed by law, applying the principles of non-discrimination, responsiveness to special needs and social inclusion, and ensuring the rights and dignity of women.
<p>^a Maternity Protection Convention, 2000. ^b Maternity Protection Recommendation, 2000</p>			

Table 8. Main requirements: ILO social security standards on disability benefits

	ILO Convention No. 102 Minimum standards	ILO Convention No. 128 and Recommendation No. 131 Advanced standards	ILO Recommendation No. 202 Basic protection
What should be covered?	Inability to engage in any gainful activity, likely to be permanent, or that persists beyond sickness benefit (total invalidity).	C.128: Incapacity to engage in any gainful activity, likely to be permanent, or that persists beyond temporary or initial incapacity (total invalidity). R.131: Incapacity to engage in an activity involving substantial gain (total and partial invalidity).	At least basic income security for those who are unable to earn a sufficient income due to disability.
Who should be protected?	At least: <ul style="list-style-type: none"> – 50% of all employees; or – categories of the economically active population (forming not less than 20% of all residents); or – all residents with means under prescribed threshold 	C.128: All employees, including apprentices; or <ul style="list-style-type: none"> – at least 75% of economically active population; or – all residents, or residents with means under prescribed threshold. R.131: Coverage should be extended to persons in casual employment and all economically active persons. Benefits should not be suspended solely for reason of being absent from territory.	At least all residents, subject to the country's existing international obligations.
What should the benefit be?	<i>Periodic payment:</i> at least 40% of reference wage. Adjustment following substantial changes in general level of earnings which result from substantial changes in the cost of living.	C.128: <i>Periodic payment:</i> at least 50% of reference wage; adjustment following substantial changes in general level of earnings or of the cost of living. Provision of rehabilitation services as well as measures to further the placement of disabled persons in suitable employment. R.131: Periodic payment should be increased to at least 60% of reference wage. Minimum amount of disability benefit should be fixed by legislation to ensure a minimum standard of living. The amount of benefits should be periodically adjusted taking account of changes in the general level of earnings or the cost of living. Reduced benefit for partial invalidity.	Benefits in cash or in kind at a level that ensures at least basic income security, so as to secure effective access to necessary goods and services; prevents or alleviates poverty, vulnerability and social exclusion; and enables life in dignity.
What should the benefit duration be?	As long as the person remains unable to engage in gainful employment or until old-age pension is paid.	As long as the person remains incapacitated or until old-age pension is paid.	As long as the inability to earn a sufficient income remains.

	ILO Convention No. 102 Minimum standards	ILO Convention No. 128 and Recommendation No. 131 Advanced standards	ILO Recommendation No. 202 Basic protection
What conditions can be prescribed for entitlement to a benefit?	<p>15 years of contributions or employment (for contributory schemes) or 10 years of residence (for non-contributory schemes); or</p> <p><i>if all EAP covered:</i> 3 years of contributions and meet the yearly average number of contributions prescribed;</p> <p>Entitlement to a reduced benefit after 5 years of contributions or employment; or</p> <p><i>if all EAP covered:</i> 3 years of contributions and meet half the yearly average number of contributions prescribed.</p>	<p>C.128: Same as C.102.</p> <p>R.131: Five years of contributions, employment or residence; qualifying period should be removed (or reduced) for young workers or where invalidity is due to an accident.</p> <p>Periods of incapacity due to sickness, accident or maternity and periods of involuntary unemployment, in respect of which benefit was paid, and compulsory military service, should be assimilated to periods of contribution or employment for calculation of the qualifying period fulfilled.</p>	<p>Entitlement conditions should be defined at national level and prescribed by law, applying the principles of non-discrimination, responsiveness to special needs and social inclusion and ensuring the rights and dignity of persons with disabilities.</p>

Table 9. Main requirements: ILO social security standards on survivors' benefits

	ILO Convention No. 102 Minimum standards	ILO Convention No. 128 and Recommendation No. 131 Advanced standards	ILO Recommendation No. 202 Basic protection
What should be covered?	<p>Widow's or children's loss of support in the event of death of the breadwinner.</p>	<p>C.128: Widow's or children's loss of support in case of death of breadwinner.</p> <p>R.131: Same as C.128.</p>	<p>At least basic income security for those who are unable to earn a sufficient income due to the absence of family support.</p>

	ILO Convention No. 102 Minimum standards	ILO Convention No. 128 and Recommendation No. 131 Advanced standards	ILO Recommendation No. 202 Basic protection
Who should be protected?	Wives and children of breadwinners in categories of employees representing at least 50% of all employees; <i>or</i> wives and children of members of categories of economically active population representing at least 20% of all residents; <i>or</i> all resident widows and children with means under prescribed threshold.	C.128: – Wives, children and other dependants of employees or apprentices; <i>or</i> – wives, children and other dependants forming not less than 75% of economically active population; <i>or</i> – all widows, children and other dependants who are residents; <i>or</i> – who are residents and whose means are under prescribed threshold. R.131: In addition, coverage should progressively be extended to wives and children and other dependants of persons in casual employment or all economically active persons. Also, an invalid and dependent widower should enjoy same entitlements as a widow. Benefits should not be suspended solely for reason of being absent from territory.	At least all residents and children, subject to the country's existing international obligations.
What should the benefit be?	<i>Periodic payment:</i> at least 40% of reference wage; adjustment following substantial changes in general level of earnings which result from substantial changes in the cost of living.	C.128: <i>Periodic payment:</i> at least 45% of reference wage; adjustment of benefits following to substantial changes in general level of earnings or of the cost of living. R.131: Benefits should be increased to at least 55% of reference wage; a minimum survivors' benefit should be fixed to ensure a minimum standard of living. The amount of benefits should be periodically adjusted taking account of changes in the general level of earnings or the cost of living. Allowances or lump-sum benefits for widows who do not fulfil prescribed entitlement conditions, and/or assistance and facilities to obtain suitable employment. Benefits provided through a contributory scheme should not be suspended solely because the person entitled to the benefits is gainfully occupied.	Benefits in cash or in kind should ensure at least basic income security so as to secure effective access to necessary goods and services at a level that prevents or alleviates poverty, vulnerability and social exclusion and enables life in dignity. Levels should be regularly reviewed.
What should the benefit duration be?	Until children reach 15 years of age; or school leaving age; until widows are remarried.	C.128 and R.131: Until children reach 15 years of age or school leaving age, or higher if apprentice, student or has a chronic illness/disability; Widows, unless engaged in gainful activity or remarried.	As long as the inability to earn a sufficient income remains.

	ILO Convention No. 102 Minimum standards	ILO Convention No. 128 and Recommendation No. 131 Advanced standards	ILO Recommendation No. 202 Basic protection
What conditions can be prescribed for entitlement to a benefit?	<p>15 years of contributions or employment (for contributory schemes) or 10 years of residence (for non-contributory schemes); <i>or</i> <i>if all EAP covered:</i> 3 years of contributions and meet the yearly average number of contributions prescribed;</p> <p>Entitlement to a reduced benefit after five years of contributions or employment; <i>or</i> <i>if all EAP covered:</i> 3 years of contributions and meet half the yearly average number of contributions prescribed.</p> <p>For widows, benefits may be conditional on being presumed incapable of self-support.</p>	<p>C.128: Same as C.102; In addition, possible to require a prescribed age for widow, not higher than that prescribed for old-age benefit. No requirement of age for an invalid widow or a widow caring for a dependent child of deceased. A minimum duration of marriage may be required for a widow who is without child.</p> <p>R.131: Five years of contributions, employment or residence; Same as C128. Periods of incapacity due to sickness, accident or maternity and periods of involuntary unemployment, in respect of which benefit was paid and compulsory military service, should be assimilated to periods of contribution or employment for calculation of the qualifying period fulfilled.</p> <p>Widows' benefits may be conditional on the attainment of a prescribed age.</p>	<p>Should be defined at national level and prescribed by law, applying the principles of non-discrimination, responsiveness to special needs and social inclusion, and ensuring the rights and dignity of people.</p>