

Libya

Exchange rate: US\$1.00 = 1.44 dinars.

Old Age, Disability, and Survivors

Regulatory Framework

First law: 1957.

Current laws: 1957 (retirement); 1958 (social insurance); 1980 (social security), implemented in 1981; and 1987 (disability).

Type of program: Social insurance system.

Coverage

Residents of Libya.

Special system for military personnel.

Source of Funds

Insured person: 3.75% of covered earnings.

The insured person's contributions also finance cash sickness benefits, the pregnancy benefit, the birth grant, and work injury cash benefits.

Self-employed person: 15.675% of declared income.

The self-employed person's contributions also finance cash sickness benefits, the pregnancy benefit, the birth grant, medical benefits, and work injury benefits.

Employer: 10.5% of covered payroll; employers from foreign companies contribute 11.25%.

The employer's contributions also finance cash sickness benefits, the pregnancy benefit, the birth grant, and work injury cash benefits.

Government: 0.75% of covered earnings; annual subsidies.

The government's contributions also finance cash sickness benefits, the pregnancy benefit, the birth grant, and work injury cash benefits.

Qualifying Conditions

Old-age pension: Age 65 (men), age 60 (women), age 62 (civil servants), or age 60 (workers in hazardous or unhealthy occupations).

Employment must cease.

Dependent's supplement: Paid for a wife and each child younger than age 18 (no limit for an unmarried daughter).

Benefits are not payable abroad.

Disability pension: Must be assessed with a degree of disability of at least 60%.

Dependent's supplement: A supplement is paid.

Constant-attendance allowance: Paid if the insured is blind, quadriplegic, or lacks mobility, and requires the constant attendance of others to perform daily functions.

Benefits are not payable abroad.

Survivor pension: The deceased received or was entitled to receive an old-age or disability pension.

Eligible survivors include unemployed widow(er)s; unmarried, unemployed sons (up to age 28 depending on the type of continuing education); unmarried, divorced, or widowed daughters (the benefit ceases upon marriage or remarriage); parents without income; and dependent siblings if the deceased had no children.

Benefits are not payable abroad.

Death grant: The deceased received or was entitled to receive an old-age or disability pension at the time of death.

Old-Age Benefits

Old-age pension: 2.5% of the insured's average monthly earnings in the last three years is paid for each of the first 20 years of contributions plus 2% for each year exceeding 20 years.

The minimum pension is 80% of the legal national monthly minimum wage.

The legal national monthly minimum wage is 450 dinars.

The maximum monthly pension is 80% of the insured's average monthly earnings in the last three years.

Dependent's supplement: 4 dinars a month is paid for a wife and 2 dinars a month for each child younger than age 18 (no limit for an unmarried daughter).

Benefit adjustment: Benefits are indexed according to changes in the civil servants salaries.

Permanent Disability Benefits

Disability pension: For an assessed degree of disability of at least 60%, the pension is 50% of the old-age pension the insured received or was entitled to receive plus 0.5% for each of the first 20 years of contributions and 2% for each year exceeding 20 years.

The minimum pension is 50% of the insured's last monthly salary plus the value of the minimum monthly old-age pension.

The minimum monthly old-age pension is 450 dinars.

The maximum monthly pension is 80% of the insured's last monthly salary.

Constant-attendance allowance: Up to 25% of the disability pension is paid.

Benefit adjustment: Benefits are indexed according to changes in the civil servants salaries.

Survivor Benefits

Survivor pension: The benefit depends on the number of family members and their relationship to the deceased. 40% to 75% of the old-age or disability pension the deceased received or was entitled to receive is paid to the widow(er)s; 40% to 75% is paid for one child; up to 100% is paid for more than one child; 15% to 60% is paid to parents and siblings.

Benefit adjustment: Benefits are indexed according to changes in the civil servants salaries.

Death grant: A lump sum of 50 dinars is paid.

Administrative Organization

A national social security committee provides general supervision.

Social Security Fund (<https://ssf.ly/>) administers the programs through district and local offices.

Municipal committees provide local supervision.

Sickness and Maternity

Regulatory Framework

First law: 1958.

Current laws: 1980 (social security), implemented in 1981, and 2010 (labor code).

Type of program: Social insurance (cash sickness and medical benefits) and employer-liability (cash maternity benefits) system.

Coverage

Social insurance: Employed and self-employed persons.

Employer liability: Employed persons.

Exclusions: Self-employed persons.

Source of Funds

Insured person

Social insurance (cash benefits): See source of funds under Old Age, Disability, and Survivors.

Social insurance (medical benefits): 1.5% of covered earnings.

The insured person's contributions also finance work injury medical benefits.

Employer liability: None.

Self-employed person

Social insurance (cash benefits): See source of funds under Old Age, Disability, and Survivors.

Social insurance (medical benefits): See source of funds under Old Age, Disability, and Survivors.

Employer liability: Not applicable.

Employer

Social insurance (cash benefits): See source of funds under Old Age, Disability, and Survivors.

Social insurance (medical benefits): 2.45% of covered payroll.

The employer contributions also finance work injury medical benefits.

Employer liability: The total cost.

Government

Social insurance (cash benefits): See source of funds under Old Age, Disability, and Survivors.

Social insurance (medical benefits): 5% of covered earnings.

The government's contributions also finance work injury medical benefits.

Employer liability: None; contributes as an employer.

Qualifying Conditions

Cash sickness benefits (social insurance): Must have at least six weeks of contributions in the last three months.

Cash maternity benefits (employer liability): Must have at least six months of employment before the expected date of childbirth and four months of contributions in the last six months.

Pregnancy benefit (social insurance): Must have at least six weeks of contributions in the last three months.

Birth grant (social insurance): Must have at least six months of employment before the expected date of childbirth and four months of contributions in the last six months.

Medical benefits (social insurance): Must receive sickness benefits, maternity benefits, or a pension.

Sickness and Maternity Benefits

Sickness benefit (social insurance): 60% of the insured's earnings is paid for up to a year.

Maternity benefit (employer liability): 100% of the employee's earnings is paid for up to three months.

Pregnancy benefit (social insurance): 3 dinars a month is paid from the fourth month of pregnancy until childbirth.

Birth grant (social insurance): A lump sum of 25 dinars is paid for each childbirth.

Workers' Medical Benefits

Benefits include general and specialist care, hospitalization, maternity care, essential medical supplies, and rehabilitation.

Cost sharing: Patients may be required to pay part of the cost of benefits.

Medical benefits are provided for up to six months after entitlement to cash benefits ceases.

Dependents' Medical Benefits

Benefits include general and specialist care, hospitalization, maternity care, essential medical supplies, and rehabilitation.

Cost sharing: Patients may be required to pay part of the cost of benefits.

Administrative Organization

A national social security committee provides general supervision.

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Municipal committees provide local supervision.

Work Injury

Regulatory Framework

First law: 1958.

Current law: 1980 (social security), implemented in 1981.

Type of program: Social insurance system.

Coverage

Employed and self-employed persons.

Source of Funds

Insured person: See source of funds under Old Age, Disability, and Survivors (cash benefits) and Sickness and Maternity (medical benefits).

Self-employed person: See source of funds under Old Age, Disability, and Survivors.

Employer: See source of funds under Old Age, Disability, and Survivors (cash benefits) and Sickness and Maternity (medical benefits).

Government: See source of funds under Old Age, Disability, and Survivors (cash benefits) and Sickness and Maternity (medical benefits).

Qualifying Conditions

There is no minimum qualifying period.

Temporary Disability Benefits

70% of the insured's monthly earnings is paid for up to a year.

Permanent Disability Benefits

Permanent disability pension: For an assessed degree of disability of at least 60%, the pension is 2.5% of the insured's average monthly earnings in the last three years for each of the first 20 years of contributions plus 2% for each year of contributions exceeding 20 years.

The minimum monthly pension is 50% of the insured's last monthly earnings plus the value of the minimum monthly old-age pension.

The minimum monthly old-age pension is 450 dinars.

The maximum monthly pension is 100% of the insured's last monthly earnings.

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

Partial disability: For an assessed degree of disability of 30% to 59%, the minimum monthly old-age pension multiplied by the assessed degree of disability is paid; for an assessed degree of disability of 5% to 29%, a lump sum of 12 times the minimum monthly old-age pension multiplied by the assessed degree of disability is paid.

Workers' Medical Benefits

Benefits include medical treatment and surgery, hospitalization, medicine and appliances, dental care, eyeglasses, and rehabilitation.

Survivor Benefits

Survivor pension: The benefit depends on the number of family members and their relationship to the deceased. 40% to 75% of the old-age or disability pension the deceased received or was entitled to receive is paid to the widow(er)s; 40% to 75% is paid for one child; up to 100% is paid for more than one child; 15% to 60% is paid to parents and siblings.

Eligible survivors include unemployed widow(er)s; unmarried, unemployed sons (up to age 28 depending on the type of continuing education); unmarried, divorced, or widowed daughters (the benefit ceases upon marriage or remarriage); parents; and dependent siblings if the deceased had no children.

Death grant: A lump sum of 50 dinars is paid.

Administrative Organization

A national social security committee provides general supervision.

Social Security Fund (<https://ssf.ly/>) administers the program through district and local offices.

Municipal committees provide local supervision.

Unemployment

Regulatory Framework

The 1980 Social Security Law requires employers to pay a severance benefit of 100% of an employee's earnings for up to six months.

Family Allowances

Regulatory Framework

First law: 1998.

Current law: 2013 (family allowances).

Type of program: Universal system.

Coverage

Resident citizens of Libya.

Source of Funds

Insured person: None.

Self-employed person: None.

Employer: None.

Government: The total cost.

Qualifying Conditions

Paid for a dependent wife and each child younger than age 18 (no limit for an unmarried daughter). The benefit is suspended if living abroad for more than three months.

Family Allowance Benefits

100 dinars a month is paid for each eligible child;

150 dinars a month for dependent wives.

Administrative Organization

Ministry of Social Affairs (<http://sa.gov.ly/site/>) administers the program.