

## Guyana

Exchange rate: US\$1.00 equals  
203 Guyana dollars (G\$).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1944 (old-age assistance).

**Current law:** 1969 (social security), with amendments.

**Type of program:** Social insurance system.

#### Coverage

All public- and private-sector employees and the self-employed between ages 16 and 59.

Voluntary coverage is possible for previously insured persons until age 60.

Exclusions: Employees earning below G\$7.50 a week, casual employees, and family labor.

#### Source of Funds

**Insured person:** 5.2% of gross earnings. The voluntarily insured contribute 9.3% of average weekly income in the last 2 years before covered employment ceased.

The maximum weekly earnings for contribution and benefit purposes are G\$21,420. The maximum insurable earnings for contribution and benefit purposes are adjusted annually.

Contributions are paid weekly or monthly, depending on the nature of employment.

The insured's contributions also finance cash sickness, maternity, and work injury benefits.

**Self-employed person:** 11.5% of declared income, up to a maximum.

Contributions are paid weekly or monthly, depending on the nature of employment.

The self-employed person's contributions also finance cash sickness and maternity benefits.

**Employer:** 7.8% of monthly payroll.

The maximum weekly earnings for contribution and benefit purposes are G\$21,420. The maximum insurable earnings for contribution and benefit purposes are adjusted annually.

The employer's contributions also finance cash sickness, maternity, and work injury benefits.

**Government:** None; contributes as an employer; provides loans to cover any deficits.

#### Qualifying Conditions

**Old-age pension:** Age 60 with 750 weeks of paid or credited contributions, including at least 150 weeks of paid contributions; 25 weeks of contributions are credited for each year that the insured was older than age 35 in 1969, up to a maximum credit of 600 weeks.

Retirement is not necessary.

**Old-age grant:** The insured does not meet the qualifying conditions for a pension but made at least 50 weeks of contributions before age 60.

Old-age benefits are not payable abroad.

**Disability pension:** Aged 16 to 59 and permanently disabled with a minimum of 250 weekly paid or credited contributions, including at least 150 weeks of paid contributions; 25 weeks of contributions are credited for each year between the onset of disability and age 60.

The assessed degree of disability is reviewed by the National Insurance Medical Board when required.

**Disability grant:** The insured does not meet the qualifying conditions for a pension but made at least 50 weeks of contributions before the onset of disability.

Disability benefits are not payable abroad.

**Survivor pension:** The deceased was a pensioner or was eligible for an old-age pension or disability pension at the time of death; or aged 16 to 59 with a minimum of 250 weekly paid or credited contributions, including at least 150 paid contributions.

Eligible survivors are the widow(er) and orphans younger than age 18.

**Survivor grant:** The deceased would have been eligible for an old-age grant or a disability grant.

Eligible survivors are the widow(er) and orphans younger than age 18.

Survivor benefits are not payable abroad.

**Funeral grant:** The insured has paid at least 50 weeks of contributions. The grant is payable to help meet the cost of the funeral for the insured or his or her spouse.

#### Old-Age Benefits

**Old-age pension:** The pension is equal to 40% of the insured's average weekly covered earnings, plus 1% of average weekly covered earnings for every 50-week period of contributions above 750.

Average weekly covered earnings are based on the insured's best 3 years of the last 5 years before age 60.

The maximum weekly earnings for benefit calculation purposes are G\$21,420.

The minimum pension is 50% of the minimum wage.

The public service minimum wage is G\$24,192.

The maximum pension is 60% of the insured's average weekly covered earnings.

**Old-age grant:** The grant is equal to 1/12 of the insured's average annual covered earnings for every 50-week period of paid or credited contributions.

Average weekly covered earnings are based on the insured's best 3 years of the last 5 years before age 60.

### **Permanent Disability Benefits**

**Disability pension:** The pension is equal to 30% of the insured's average weekly covered earnings, plus 1% of average weekly covered earnings for every 50-week period of contributions above 250.

Average weekly covered earnings are based on the insured's best 3 years of the last 5 years before the onset of disability.

The maximum weekly earnings for benefit calculation purposes are G\$21,420.

The minimum pension is 40% of the minimum wage.

The public service minimum wage is G\$24,192.

The maximum pension is 60% of the insured's average weekly covered earnings.

Constant-attendance allowance: G\$200 a day if dependent on the care and attendance of another person for carrying out daily activities.

**Disability grant:** The grant is equal to 1/12 of the insured's average annual covered earnings for every 50-week period of paid or credited contributions.

Average weekly covered earnings are based on the insured's best 3 years of the last 5 years before the onset of disability.

### **Survivor Benefits**

**Survivor pension:** The widow(er)'s pension is equal to 50% of the pension paid or payable to the deceased.

Child's supplement: 16.6% of the deceased's pension is paid for each child, up to a maximum of three children.

**Full orphan's pension:** Each orphan receives a pension equal to 33.3% of the pension paid or payable to the deceased, up to a maximum of three orphans.

The total maximum survivor pension is equal to 100% of the deceased's pension.

**Survivor grant:** A lump sum is paid if the deceased did not meet the qualifying conditions for a pension.

**Funeral grant:** G\$12,860 is paid to the person who meets the cost of the funeral.

### **Administrative Organization**

Minister of Finance provides general supervision.

Ministry of Labour, Human Services, and Social Security administers the program.

## **Sickness and Maternity**

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### **Regulatory Framework**

**First and current law:** 1969 (social security).

**Type of program:** Social insurance system. Cash benefits only.

### **Coverage**

All public- and private-sector employees and the self-employed between ages 16 and 59.

Exclusions: Employees earning below G\$7.50 a week, casual employees, and family labor.

### **Source of Funds**

**Insured person:** See source of funds under Old Age, Disability, and Survivors, above.

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

**Employer:** See source of funds under Old Age, Disability, and Survivors, above.

**Government:** None; contributes as an employer; provides loans to cover any deficits.

### **Qualifying Conditions**

**Cash sickness benefits:** The insured must be younger than age 60, be in covered employment in 8 of the 13 weeks before the onset of incapacity, and have 50 weeks of contributions.

**Cash maternity benefits:** The insured must have 15 weeks of contributions, including 7 in the 26-week period ending 6 weeks before the expected date of childbirth.

**Cash maternity grant:** Payable to an insured woman who does not meet the qualifying conditions for a maternity benefit but whose insured husband does.

### **Sickness and Maternity Benefits**

**Sickness benefit:** The benefit is equal to 70% of average weekly covered earnings in the best 8 weeks in the 13 weeks before the onset of incapacity. The benefit is payable from the fourth day of incapacity, for up to a maximum of 26 weeks.

**Maternity benefit:** The benefit is equal to 70% of average weekly covered earnings in the best 7 weeks in the 26 weeks before the start of the benefit. The benefit is payable for

13 weeks, including the week of childbirth plus 6 weeks before and 6 weeks after; may be extended for up to 13 additional weeks if complications arise.

**Maternity grant:** A lump sum of G\$2,000.

### **Workers' Medical Benefits**

No statutory benefits are provided.

Medical care is available in public hospitals and health centers. Medical care involves cost sharing on an income-tested basis.

### **Dependents' Medical Benefits**

No statutory benefits are provided.

Medical care is available in public hospitals and health centers. Medical care involves cost sharing on an income-tested basis.

### **Administrative Organization**

Minister of Finance provides general supervision.

Ministry of Labour, Human Services, and Social Security administers the program.

### **Work Injury**

#### **Regulatory Framework**

**First law:** 1916.

**Current law:** 1969 (social security).

**Type of program:** Social insurance system.

#### **Coverage**

All public- and private-sector employees.

Exclusions: Employees earning below G\$7.50 a week, casual employees, family labor, and the self-employed.

#### **Source of Funds**

**Insured person:** See source of funds under Old Age, Disability, and Survivors, above.

**Self-employed person:** Not applicable.

**Employer:** See source of funds under Old Age, Disability, and Survivors, above; also contributes an additional 1.53% of insurable earnings to finance work injury benefits for workers younger than age 16 or older than age 59.

**Government:** None; contributes as an employer; provides loans to cover any deficits.

### **Qualifying Conditions**

**Work injury benefits:** There is no minimum qualifying period.

### **Temporary Disability Benefits**

The benefit is equal to 70% of average weekly covered earnings during the best 8 weeks in the 13 weeks before the onset of disability. The benefit is payable after the first day if the injury lasts for more than 3 days, for up to 26 weeks.

### **Permanent Disability Benefits**

**Permanent disability pension:** For a total disability (100%), the pension is equal to 70% of average weekly covered earnings in the best 8 weeks in the 13 weeks before the onset of disability.

**Constant-attendance allowance:** G\$200 a day if the insured is dependent on the care and attendance of another person for carrying out daily activities.

**Partial disability:** If the assessed degree of disability is at least 15%, a reduced pension is paid according to the assessed degree of disability. If the assessed degree of disability is less than 15%, a lump sum is paid equal to 260 times the weekly disability benefit times the assessed degree of disability.

The assessed degree of disability is reviewed by the National Insurance Medical Board when required.

### **Workers' Medical Benefits**

Benefits include hospitalization, general and specialist care, medicines, and transportation.

### **Survivor Benefits**

**Survivor pension:** The pension is equal to 35% of the deceased's weekly earnings for a widow(er) or parent and 11.6% for each other dependent, up to a maximum of 70% of the deceased's weekly earnings.

Eligible survivors are the deceased's spouse, a dependent parent, and any other dependent person.

The minimum pension for a widow(er) or parent is 50% of the old-age or disability minimum pension; for a child, 16.6% of the old-age or disability minimum pension.

**Full orphan's pension:** Each orphan younger than age 18 receives a pension equal to 23.3% of the deceased's weekly earnings.

The minimum orphan's pension is 33.3% of the old-age or disability minimum pension.

**Death benefit:** Up to G\$250 to the insured's creditors or estate, in the absence of any dependents.

***Administrative Organization***

Minister of Finance provides general supervision.

National Insurance Board administers the program.