

Turkmenistan

Policies as of 1 January 2022. Updated via a country survey and desk review.

Currency: Turkmenistan new manat (TMT)

Profile structure

The profiles are organized in **six branches**:

- Old age, invalidity and survivors
- Health and long-term care benefits
- Sickness and maternity
- Accidents at work and occupational diseases
- Unemployment
- Family and household benefits

Each branch includes the **following categories**:

- Branch overview
- Regulatory framework
- Coverage
- Source of funds
- Benefit details
- Administrative organization

Old age, invalidity and survivors

Branch overview

Type of programme

Notional defined contribution (NDC) programme

Social assistance

Regulatory framework

Year	Law name and number	Amendments
2012 implemented in 2013	Law No. 287-IV of 31 March (on National Pension Insurance)	2013, 2014, 2015, 2017, 2018, 2020, and 2021
2012 implemented in 2013	Law No. 340-IV of 19 October (approving the Code on Social Protection of the Population)	2013, 2014, 2015, 2017, 2018, 2019, and 2021

Coverage

Programme	Mandatory coverage	Voluntary coverage	Exclusions	Citizenship conditions
NDC programme	Employed and self-employed persons.	Voluntary coverage is possible. No exemptions.	No exclusions.	All legal residents are covered, including non-citizens.
Social assistance	Needy persons.			All legal residents are covered, including non-citizens.

Source of funds

Programme name and persons covered [1]	Contributions	Income base	Government contributions	Additional information
NDC programme				
Employees (+)	<p>Covered person: None (mandatorily insured); 2% (voluntarily insured).</p> <p>Employer: 20% plus an additional 3.5% for hazardous occupations (mandatorily insured); none (voluntarily insured).</p>	Gross monthly earnings.	Provides subsidies as needed; contributes as an employer.	For certain employers, the contribution varies by sector. Contributions also finance social insurance benefits listed under Accidents at work and occupational diseases.
Social assistance				
All covered persons	None.		The government pays the total cost.	

[1] Employees (+) refers to all persons who are covered who are **not self-employed** (employees, pensioners, and other protected groups where applicable, such as students, unemployed persons, etc.

Old-age benefits

Old-age pension – NDC programme

Qualifying conditions			
Age requirements	Men: 62	Women: 57	Legislated increases: None foreseen.
Minimum qualifying period	With at least five years of contributions.		Legislated increases: None foreseen.
Employment conditions	No work or earnings limits.		
Reduced requirements for childrearing periods	The age requirement is reduced for mothers with three or more children.		
Reduced requirements for persons in hazardous work, persons with disabilities, specific occupations, etc.	The age requirement is reduced for persons disabled before age 16, military personnel, pilots and flight crew, and persons working in hazardous occupations.		
Benefit details			
Benefit calculation rules	Notionally defined-contribution (NDC) benefit		
Amount	The insured's accumulated notional pension capital to the average life expectancy after retirement a month. Pension rights earned before 2013 are converted into an initial amount of notional pension capital based on years of work, earnings, and average life expectancy after retirement.		
Minimum benefit	410 manat.		
Benefit adjustments	Legally mandated. Adjusted periodically based on changes in the national average wage.		
Early pension			
See "Reduced requirements" above.			

Old-age social pension – Social assistance

Qualifying conditions			
Age requirements	Men: 62	Women: 57	Legislated increases: None foreseen.

Minimum qualifying period	With less than five years of contributions.	Legislated increases: None foreseen.
Means test	Benefit test (as a proxy for need)	Does not qualify for the NDC old-age pension.
Benefit details		
Benefit calculation rules	Flat-rate amount	
Amount	70% of the base amount for calculating state benefits (see Annex) a month.	
Benefit adjustments	Not legally mandated. Adjusted on an ad hoc basis by presidential decree.	

Invalidity benefits

Disability pension – NDC programme

Qualifying conditions

Qualifying conditions	Must have at least five years of contributions and be assessed with a Group I (total incapacity for any work and requires constant care), Group II (reduced work capacity and occasionally requires care), or Group III (reduced work capacity) disability. Persons eligible for more than one benefit (sickness, maternity, child care allowance, survivor, or social pension) must choose only one benefit. A territorial or state medical commission under the Ministry of Health and Medical Industry assesses the degree of disability.
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Benefit details

Benefit calculation rules	Notionally defined-contribution (NDC) benefit
Amount	A ratio of the insured's accumulated notional pension capital to average life expectancy a month is paid. Pension rights earned before 2013 are converted into an initial amount of notional pension capital based on years of work, earnings, and average life expectancy.
Minimum benefit	155% of the base amount for calculating the minimum pension for a Group I disability, 135% for a Group II disability, or 115% for a Group III disability; 190% for any group of disability if the disability began in childhood.
Benefit adjustments	Legally mandated. Adjusted periodically based on changes in the national average wage.
Schedule of payments	Monthly.
Benefit duration	No limit

Constant-attendance allowance

Name	Qualifying conditions	Amount
Constant-attendance allowance	Paid to persons with a Group I disability and single persons with Group II visual impairments who require constant attendance of others to perform daily functions.	20% of the base amount for calculating the minimum pension is paid monthly.

Benefit supplements or sub-benefits

Name	Qualifying conditions	Amount
Dependent's supplement	Paid to persons with Group I and II disabilities for nonworking dependents.	20% of the base amount for calculating the minimum pension is paid monthly for each eligible dependent.

Disability social pension – Social assistance

Qualifying conditions

Qualifying conditions	Paid to children younger than age 16 who are assessed with a Group I or II disability, or to persons of any age who are assessed with a Group I, II, or III disability and have less than five years of contributions. Persons eligible for more than one benefit (sickness, maternity, child care allowance, survivor, or social pension) must choose only one benefit, except orphans younger than age 18 eligible for both state disability and survivor benefits.
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Means test	Benefit test (as a proxy for need)	Does not meet the contribution requirement for a disability pension.
Benefit details		
Benefit calculation rules	Progressive amount (income-related)	
Amount	160% (Group I disability), 140% (Group II disability), or 120% (Group III disability) of the base amount for calculating state benefits (see Annex); 160% for a child younger than age 16 with any group of disability; 200% to a person aged 16 or older with any group of disability if the disability began in childhood.	
Benefit adjustments	Not legally mandated. Adjusted on an ad hoc basis by presidential decree.	
Schedule of payments	Monthly.	
Benefit duration	No limit	
Constant-attendance allowance		
Name	Qualifying conditions	Amount
Constant-attendance allowance	Paid to persons with Group I disability and single persons with Group II visual impairments who require constant attendance of others to perform daily functions.	20% of the base amount for calculating state benefits is paid monthly.
Benefit supplements or sub-benefits		
Name	Qualifying conditions	Amount
Dependent supplement	Paid to persons with Group I and II disabilities for nonworking dependents.	20% of the base amount for calculating state benefits is paid monthly for each eligible dependent.

Survivor benefits

Survivor social pension – Social assistance

Qualifying conditions		
Qualifying conditions	Paid when the household head dies.	
Eligible survivors	Widow(er) older than the normal retirement age or disabled; widow of a Great Patriotic War veteran who does not receive a pension; dependent grandparents and parents older than normal retirement age; and dependent brothers, sisters and grandchildren if full orphans.	
Means test	Benefit test (as a proxy for need)	Must not receive any other pension.
Benefit details		
Benefit calculation rules	Flat-rate amount	
Amount	The monthly pension is 65% of the base amount for calculating the minimum pension (see Annex) for one eligible survivor; 125% for two; 145% for three; 170% for four; 185% for five; 200% for six or more eligible survivors. The monthly pension is split equally among all eligible survivors.	
Benefit adjustments	Not legally mandated. Adjusted on an ad hoc basis by presidential decree.	
Schedule of payments	Monthly.	
Benefit duration	No limit	

Orphan social pension – Social assistance

Qualifying conditions		
Eligible survivors	Paid to a full orphan younger than age 18 (age 24 if studying; no limit if disabled).	
Means test	Benefit test (as a proxy for need)	Must not receive any other pension.
Benefit details		

Benefit calculation rules	Flat-rate amount
Amount	The monthly pension is 145% of base amount for calculating the minimum pension (for one full orphan); 230% (for two); 285% (for three or more full orphans).
Benefit adjustments	Legally mandated. Periodically based on changes in the national average wage.
Schedule of payments	Monthly.
Benefit duration	Age restrictions apply; see qualifying conditions.

Administrative organization

Organization	Role in relation to programme	Related programmes
Ministry of Labor and Social Protection of the Population of Turkmenistan	General supervision and regulation.	NDC programme, Social assistance
Pension Fund of Turkmenistan and its regional and local offices	Programme administration and delivery; Collection of contribution.	NDC programme, Social assistance

Health and long-term care benefits

Branch overview

Type of programme	Additional information
Universal system	Voluntary supplemental contributions are possible.

Note: No statutory long-term care benefits exist.

Regulatory framework

Year	Law name and number	Amendments
1994	Presidential Decree	
2015	Law No. 223-V of 23 May, on citizens' health protection	2017, 2018 and 2020

Coverage

Programme	Mandatory coverage	Citizenship conditions
Universal	Residents of Turkmenistan.	All legal residents are covered, including non-citizens.

Source of funds

Programme name	Persons covered	Notes
Universal	All covered persons	Voluntary supplemental contributions are possible for employees and self-employed.

Health benefits

Medical benefits – Universal

Qualifying conditions

Qualifying conditions	There is no minimum qualifying period.
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Benefit details

Services covered	General and specialized care, hospitalization, laboratory services, dental care, maternity care, vaccinations, transportation, and medicine (if hospitalized).
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Approved service providers and service conditions	Public health providers.
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Cost sharing	No patient charges for medicine if hospitalized.
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Administrative organization

Organization	Role in relation to programme	Related programme(s)
Ministry of Health and Medical Industry and regional health departments	<p>General supervision and regulation; Programme administration.</p> <p>Note: Are responsible for implementing state health care policy, developing health care programmes, and providing medical services through clinics, hospitals, maternity homes, and other medical facilities, including private health providers.</p>	<p>Universal</p>

Sickness and maternity

Branch overview

Type of programme

Employer-liability system

Universal system

Note: No special systems.

Regulatory framework

Year	Law name and number	Amendments
1994	Presidential Decree	
2012 implemented in 2013	Law No. 340-IV of 19 October (approving the Code on Social Protection of the Population)	2013, 2014, 2015, 2017, 2018, 2019, and 2021

Coverage

Programme	Mandatory coverage	Voluntary coverage	Exclusions	Citizenship conditions
Employer liability	Employed citizens of Turkmenistan.	No possibility of voluntary coverage.	Self-employed persons.	Only citizens are covered.
Universal	Residents of Turkmenistan.			All legal residents are covered, including non-citizens.

Source of funds

Programme name and persons covered [1]	Contributions	Government contributions
Employer liability		
Employees (+)	Covered person: None. Employer: The total cost.	
Universal		
All covered persons	None.	The government pays the total cost.

[1] Employees (+) refers to all persons who are covered who are **not self-employed** (employees, pensioners, and other protected groups where applicable, such as students, unemployed persons, etc.

Sickness benefits

Sickness benefit – Employer liability

Qualifying conditions

Qualifying conditions There is no minimum qualifying period.

Benefit details

Benefit calculation rules Wage-replacement rate

Amount 60% of reference earnings with less than five years of uninterrupted work; 80% with five to eight years; 100% with more than eight years, to a mother caring for three or more children younger than age 16 or for a child with a disability younger than 18, or to an orphan younger than age 21.

Reference earnings for benefit calculation The insured's average daily earnings in the last two months.

Benefit supplements or sub-benefits		
Name	Qualifying conditions	Amount
Paid leave to care for a sick family member	Paid for leave to care for a sick family member.	The insured may receive up to 7 days paid leave to care for a sick family member; 14 days if caring for a child younger than age 14; 122 days if caring for a child younger than age 7 who is hospitalized or for a child younger than age 14 who is seriously ill, undergoes major surgery, or suffers a severe injury.

Maternity benefits

Maternity benefit – Employer liability

Qualifying conditions	
Qualifying conditions	There is no minimum qualifying period.
Benefit details	
Benefit calculation rules	Wage-replacement rate
Amount	100% of the reference earnings.
Reference earnings for benefit calculation	The insured's average earnings in the last 12 months before the maternity leave began.
Benefit duration	For 112 days, including 56 days before and 56 days after the expected date of childbirth (72 days after for a difficult childbirth; 96 days after for multiple births). In the case of adoption of a child, from the day of adoption for up to 56 days.

Birth grant – Universal

Qualifying conditions	
Qualifying conditions	There is no minimum qualifying period.
Benefit details	
Benefit calculation rules	Flat-rate amount
Amount	A lump sum of 130% of the base amount for calculating state benefits for each of the first two children; 250% for the third child; 500% for the fourth; 600% for the fifth child; 800% for the sixth child; 1000% for the seventh child; and 1200% for the eighth and subsequent children.
Benefit adjustments	Not legally mandated. Adjusted on an ad hoc basis by presidential decree.

Child care allowance – Universal

Qualifying conditions	
Qualifying conditions	There is no minimum qualifying period.
Benefit details	
Benefit calculation rules	Flat-rate amount
Amount	76% of the base amount for calculating state benefits for children up to age 3.
Benefit adjustments	Not legally mandated. Adjusted on an ad hoc basis by presidential decree.
Benefit duration	Up to age 3.

Accidents at work and occupational diseases

Branch overview

Type of programme	Programme name	Additional information
Universal system	Medical benefits	This is listed separately from cash benefits, because the coverage and financing are different.
Social insurance		

Note: Local authorities and employers can provide supplemental pension benefits out of their own budgets. There is no specific programme for permanent disability and survivor benefits resulting from work injuries and occupational diseases. These benefits are available through the social insurance programme under Old age, invalidity, and survivors. No special systems.

Regulatory framework

Year	Law name and number	Amendments
2009	Labour Code of Turkmenistan No. 29-IV of 18 April	2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, and 2021
2012 implemented in 2013	Law No. 340-IV of 19 October (approving the Code on Social Protection of the Population)	2013, 2014, 2015, 2017, 2018, 2019, and 2021

Coverage

Programme	Mandatory coverage	Voluntary coverage	Exclusions	Citizenship conditions
Medical benefits (universal)	Residents of Turkmenistan.			All legal residents are covered, including non-citizens.
Social insurance	Employed persons.	No exemptions.	Self-employed persons.	All legal residents are covered, including non-citizens.

Source of funds

Programme name	Persons covered	Notes
Medical benefits (universal)	All covered persons	The government pays the total cost.
Social insurance	Employees (+)	Financing is reported under NDC under Old age, invalidity and survivors.

Temporary work-injury benefits

Temporary disability benefit – Social insurance

Qualifying conditions

Qualifying conditions	Must be assessed with a work injury or occupational disease. Work injuries must be assessed by the relevant authority.
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Benefit details

Benefit calculation rules	Wage-replacement rate
Amount	100% of the reference earnings.
Reference earnings for benefit calculation	The insured's average daily earnings in the last two months before the disability began.
Benefit duration	From the first day of disability until recovery or the award of a permanent disability pension.
Waiting period	None

Permanent work-injury benefits

Disability pension – NDC programme

See Old age, invalidity and survivors.

Medical work-injury benefits

Medical benefits – Medical benefits (universal)

Qualifying conditions

Qualifying conditions	Must be assessed with a work injury or occupational disease.
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Benefit details

Services covered	Patients receive medical services directly from public health providers. Benefits include general and specialized care, hospitalization, laboratory services, transportation, and appliances and medicine.
Cost sharing	No cost sharing.

Survivor's work-injury benefits

Survivor social pension – Social assistance

See Old age, invalidity and survivors.

Orphan social pension – Social assistance

See Old age, invalidity and survivors.

Administrative organization

Organization	Role in relation to programme	Related programmes
Social Insurance Fund	<p>Payment/delivery of benefits.</p> <p>Note: Provides funding to enterprises and employers to pay temporary disability benefits to their own employees.</p>	Social insurance
Ministry of Labor and Social Protection of the Population of Turkmenistan	<p>General supervision and regulation.</p> <p>Note: Provides general coordination and supervision of permanent disability benefits.</p>	Social insurance
Ministry of Health and Medical Industry and regional health departments	<p>General supervision and regulation; Programme administration and delivery.</p> <p>Note: Are responsible for implementing state health care policy, developing health care programmes, and providing medical services through clinics, hospitals, maternity homes, and other medical facilities, including private health suppliers.</p>	Medical benefits (universal)

Unemployment

Branch overview

Type of programme
Social assistance

Regulatory framework

Year	Law name and number	Amendments
1991	Employment Policy Law	
2016	Law No. 411-V of 18 June (on Employment of the Population)	2018

Coverage

Programme	Mandatory coverage	Citizenship conditions
Social assistance	Permanent residents of Turkmenistan.	Citizens and permanent residents are covered.

Source of funds

Programme name	Persons covered	Notes
Social assistance	All covered persons	The government pays the total cost.

Unemployment benefits

Unemployment benefit – Social assistance

Qualifying conditions

Qualifying conditions	Must be registered at an employment office, able and willing to work, and receiving no income from employment. The benefit may be reduced, suspended, or terminated if the insured is discharged for violating work discipline, leaving employment without good cause, violating the conditions for job placement or vocational training, or filing fraudulent claims.	
Means test	Income test	Family per capita income must not exceed 50% of the legal monthly minimum wage (see Annex).

Benefit details

Benefit calculation rules	Flat-rate amount	
Amount	A percentage of the base value for calculating state benefits.	
Benefit adjustments	Legally mandated. Adjusted periodically based on changes in the national average wage.	
Schedule of payments	Monthly.	
Benefit duration	As long as conditions are fulfilled.	

Administrative organization

Organization	Role in relation to programme	Related programmes
State Employment Service and local employment offices	Programme administration and delivery.	Social assistance

Family and household benefits

Branch note

No statutory scheme. Nonetheless a child care allowance is provided under Sickness and maternity.

Annex: Reference values (e.g. minimum wages, etc.)

Full description	Periodicity	Amount (on January 2022)	Additional information
Legal monthly minimum wage	Monthly	1,050 manat	
Base amount for calculating state benefits	Monthly	390 manat	
Base amount for calculating the minimum pension	Monthly	410 manat	