

Table 7.1a

Characteristics of the benefits provided by the pension systems in selected countries that have mandatory individually-funded programs (December 2015)

	Bolivia	Bulgaria	Chile	Colombia	Costa Rica
Types of pensions granted by the pension systems (excluding non-contributory solidarity pensions)	Old Age; Early Old Age; Disability (full and partial); Survival	Old Age; Early Old Age; Disability (full and partial); Survival	Old Age; Early Old Age; Disability (full and partial); Survival.	Old Age; Early Old Age; Disability (full and partial); Survival.	Old Age; Early Old Age; Disability; Survival.
Requirements for accessing normal old-age retirement	The insured will be able to access the old age benefit when meeting any of the following conditions: (a) Regardless of age, provided that the accumulated balance in his/her personal pension account will suffice for financing a pension of at least 60% of his/her average wage; (b) At age 55 for men and 50 for women, when the accumulated balance in their personal pension account, plus Contribution Compensation, they can (1) Finance an old-age pension equal to or greater than 60% of their average wage; (c) After 58 years of age, regardless of the accumulated balance in their personal pension account, provided they have more than 120 contributions and can finance an age pension of more than 60% of the national minimum wage. In the case of the insured in the mining industry, the retirement age is at least 56.	In the complementary individually funded system, workers are entitled to receive an old-age pension on turning 60 years of age and 6 months (women) and 60 years of age and 6 months (men). In some professions, members are entitled to a supplementary old-age pension 5 years before reaching the required age to be entitled to an old age pension in the public system, provided that the accumulated balance in their individual account enables them to access a pension of not less than the minimum public system pension. The benefit is paid to the pensioner directly by an insurance company.	Male members who have turned 65 and female members who have turned 60 are entitled to an old-age pension.	In 2015, 1,300 works of contributions were required in the public PAYGO system (Average Premium Plan RPM) for women of 57 and men of 62. The number of works of contributions will increase gradually to 1,300 by 2015. In the individually-funded system (RAS), on the other hand, there is no minimum retirement age. Members can retire if their accumulated capital allows them to obtain a monthly pension of more than 110% of the minimum monthly legal wage in force. However, a legal minimum pension guarantee has been established consisting in the right of members who meet the requirements of age and the number of works of contributions, to complete the capital that would allow them to receive a benefit equivalent to one minimum wage (the requirements are 57 years of age for women and 57 years men, 1,300 works of contributions, and that the accumulated capital in the individual account does not suffice for financing a minimum pension).	The requirements established by the law governing the Disability, Old Age and Death Regime (VDM) in the public PAYGO system are 300 contributions and 65 years of age. Having fulfilled these requirements, the worker may request the complementary pension from the Complementary Pensions Operator (CPC) in which he maintains his pension fund. If a pension does not meet the aforementioned 300 contributions, he can opt for a proportional pension, as long as he has paid at least 100 contributions into the VDM.
Minimum legal retirement age for a normal old-age pension	58 for men; 58 for women. Women can retire up to 3 years earlier (55) if they have contributed for at least 10 years.	63 years and 8 months for men; 60 years and 8 months for women.	65 for men; 60 for women.	62 for men; 57 for women.	65 for men and women.
Requirements for obtaining an early old-age pension	Finance a monthly pension of more than 60% of the average salary earned during the last 24 months of contributions	(i) 30 years of participation in the social security system under the conditions of I category of labor (seven labor conditions) and age 52 years and 8 months for men, 50 years and 8 months for women. The sum of the age and the participation in the social security system must be less than 100 for men and 94 for women. (ii) 35 years of participation in the social security system under the conditions of II category of labor and age 57 years and 8 months for men; 52 years and 8 months for women. The sum of the age and the participation in the social security system must be less than 100 for men and 94 for women.	The early old-age pension may be requested at any age, fulfilling the following requirements: (i) Obtain a pension equal to or greater than 70% of the average received taxable salaries and declared income, in the 24 months prior to the month in which they retire; and (ii) Obtain a pension equal to or greater than 80% of the maximum pension with solidarity contribution in force on the date of the application for a pension.	Only members of the individually-funded system (RAS) can get an early retirement pension. For this, they should be able to finance a pension > 110% of the applicable legal monthly minimum wage.	Women can take out an old age pension at 59 years of age and 11 months with 450 contributions, and men at 61 years and 11 months, with 462 contributions.
Coverage requirements for accessing a disability pension	In order to obtain a common risk disability pension, the insured must simultaneously meet all of the following coverage requirements (2): (1) Be less than 65 years of age; (2) Have paid at least 60 contributions (if less than 60 contributions have been paid in, meet any of the following requirements: (a) Have paid contributions for at least half of the time elapsed between the month of May 1997 (date of commencement of Mandatory Long-term Social Insurance), and the month in which disability was declared; (b) Have paid contributions at least during half of the time elapsed between the month of the first declaration of the first employment relationship, or the month in which the first contribution was paid, in the case of self-employed members, and the month in which disability was declared; (c) If between the date of the beginning of the first employment relationship and the date of declared disability there is a duly proven period of unemployment of more than 60 continuous periods, and contributions have been paid at least during the first half of the time elapsed between the month of the beginning of a new labor dependence relationship after such unemployment, and the month in which disability was declared; (3) The disability occurs while the contributions are being paid, and within a period of 12 months counted as of the date contributions stopped being paid; and (4) The degree of declared disability is equal to or greater than 50%, and of common origin.	In order to obtain a disability pension (financed by the public pension programs), there is no minimum contribution period for people under 20 years of age or blind people; four years of contributions are required for people between 25 and 29; 7 years of contributions for those who are 30 years of age and 5 years of contributions for those who are over 30.	Non-retired members below 60 who suffer a permanent impairment of their ability to work of at least 50% are entitled to a disability pension. However, members aged 60 or more on March 17, 2008, will not be able to access a disability pension. Having met the above requirements, members will be able to obtain: (a) A total disability pension. If they have lost at least 2/3 of their working capacity; and (b) A partial disability pension if they have lost: (i) > 50% and < than 2/3 of their working capacity. The first ruling declaring total disability will be the sole and final. Full or partial disability of members must be declared by a Regional medical Commission or a Central Medical Commission.	People who have lost 50% or more of their working capacity due to any non-professional cause, not intentionally caused. Members must also meet any of the following requirements, in the case may: (i) Disability caused by an illness or accident of common origin; must have contributed for at least 26 weeks in the 1 year prior to the occurrence of the disability; (ii) Disability caused by an illness or accident of common origin in members under 20 must have contributed for at least 26 weeks during the year immediately prior to the event causing their disability or the declaration of disability.	Insured workers who, due to an alteration or impairment of their physical or mental condition, lose 2/3 or more of their capacity to engage in their professional or regular activity. In order to access a disability pension, workers must also meet at least one of the following requirements: (i) Have paid at least 180 monthly contributions to the date of the declaration of disability, whatever the age of the insured; (ii) If the disability is declared before the member turns 48, at least 12 contributions in the last 24 months prior to the declaration of disability; and (iii) Have at least the total number of contributions, depending on the age of the insured: (i) If the disability is declared after the age of 48, at least a minimum of 24 contributions in the last 48 months; and (ii) Have the total number of contributions corresponding to their age (3).
Amount of the disability pension and base income used for calculating it.	If the insured has paid in contributions for 60 periods or more, the amount used as a reference for calculating the Disability Benefit Due to Common Risk, Professional Risk or Labor Risk and the Pension Due to Death derived therefrom, is the average of the Total Revenue under Taxable Income of the 40 periods, updated in accordance with the regulations. Should the insured have paid contributions for less than 60 periods, the amount to be used as a reference is the average of the Total Revenue under Taxable Income recorded in his Personal Pension Account and updated in accordance with the regulations.	The income on the basis of which the pension is calculated is determined by multiplying the national average monthly contributory income for 12 calendar months prior to the month of granting of the pension by the individual coefficient of the person. The individual coefficient is calculated on the basis of the income of the person. For the purpose of calculating the individual coefficient the average monthly contributory income of the person is divided by the national average monthly contributory income for the same period. The amount of the general-risk-leave disability pension is determined by multiplying the income on the basis of which the pension is calculated by the sum total of 1.1 per cent for each year of contributory service and the relevant proportionate part of the percentage for the months of contributory service. When the person has not attained the age for acquiring old age pension at the date of disablement, the difference between that age and the age for acquiring old age pension, but not before he has attained the age of 16, counts as contributory service. Upon determination of the pension, the time counting as contributory service and the relevant proportionate part of the percentage for the months is multiplied by the following coefficient: 1. for persons with working capacity reduced over 90 per cent: 0.9; 2. for persons with working capacity reduced between 71 and 90 per cent: 0.7; 3. for persons with working capacity reduced between 50 and 70.9 per cent: 0.5. There is also a minimal amount of the general-risk-leave disability pension, which is determined on the basis of the three levels of reduction of the working capacity, mentioned above.	The value of disability pension is 70% of the base income in the case of workers entitled to a total disability pension, and 50% of the base income in the case of workers entitled to a partial disability pension. The base income is calculated as follows: (i) Sum of the taxable income received and the revenue declared in the last 10 years prior to the month in which partial disability is declared in the first ruling, or in which total disability is declared, as the case may be, updated and divided by 120; (ii) For workers who have been members of the system for less than 10 years, and whose disability or disability is due to an accident, the sum of the taxable income and the declared revenue will be divided by the number of months that have elapsed since contribution to the system, to the month prior to the accident; (iii) For workers who worked before turning 24, and the accident occurs before they turn 34, their base income will be the amount resulting from applying (i) or (ii), as the case may be, and the pension, the time counting as contributory service and the relevant proportionate part of the percentage for the months is multiplied by the following coefficient: 1. for persons with working capacity reduced over 90 per cent: 0.9; 2. for persons with working capacity reduced between 71 and 90 per cent: 0.7; 3. for persons with working capacity reduced between 50 and 70.9 per cent: 0.5. There is also a minimal amount of the general-risk-leave disability pension, which is determined on the basis of the three levels of reduction of the working capacity, mentioned above.	Disability pensions will be calculated as follows: (i) If the disability is equal to or greater than 50%, and less than 60%, equivalent to 45% of the taxable base income plus 1.5% of such income for every 30 weeks of contributions that the member can prove subsequent to the first 300 weeks of contributions; (ii) When the reduction in working capacity is equal to or more than 60%, equivalent to 54% of the taxable base income, plus 1.5% of such income for every 30 weeks of contributions that the member can prove subsequent to the first 300 weeks of contributions. In any case, the disability pension cannot exceed 75% of the taxable base income. The base income for calculating the pension provided for in the law (taxable base income) is understood to be the average of the salaries or income on which the member has contributed over the past 10 years prior to the granting of the pension, or throughout the contribution period, should it be less in the case of disability and the contributory period. When the average taxable income, adjusted for inflation, calculated on the basis of the worker's entire working life, is greater than the aforementioned income, the worker may opt for this system, provided he has contributed for a minimum of 1,250 weeks.	The old-age or disability pension is calculated on the average of the last 240 accrued salaries or monthly income that the member paid contributions on, updated for inflation, based on the consumer price index. When the right to a disability or death pension is claimed without the insured having paid in 240 monthly contributions, the total number of salaries, or reported income, is taken into account for the calculation of the average salary or income, adjusted for inflation. The amount of the old age, disability or death pension of an active worker comprises a basic amount as a percentage of the aforementioned average salary or income, for the first 30 years of contributions (240 paid in contributions), or all paid contributions in the case of disability or death, provided regulatory requirements are met (Regulations of the disability, old-age and death insurance available at http://www.ccssa.cr/) (4).
Family group included in survival pensions	Individuals in any of the following degrees are considered successors in title: (1) First Degree: They are, in order of priority, the spouse or surviving partner, and the children of the insured, without any priority among them, from those conceived and not yet born, to those of 18 years of age; children who are students, until they reach 25 years of age; or those disabled before reaching 25 years of age, for life (these individuals are mandatory successors in title); (2) Second Degree: They are, in order of priority, the parents and siblings of the insured under 18 years of age (they need not have been explicitly declared by the insured however, the insured may expressly declare the exclusion of some second degree successors in title); (3) Third Degree: Individuals who are not part of the foregoing degrees, and who are freely declared by the insured (these successors in title can only access the Fraction of Accumulated Balance).	In the death of a member, the resources accumulated in his individual account are shared over as a lump sum or in installments to the surviving spouse, descendants or ascendants, as stipulated under the law of inheritance. Should there be no beneficiary by law, the legal heirs at the time of a member's death, the resources accumulated in his individual account will be transferred to the State budget.	The pension beneficiaries are the following members of the family group of the deceased: (i) For life, the spouse or the surviving permanent partner who, at the date of the death of the deceased is 30 years of age or more; (ii) For a temporary basis, the spouse or the surviving permanent partner provided said beneficiary is less than 30 years old on the date of the death of the deceased, and has not had children with him (if the beneficiary has children with the deceased, a lifetime survival pension will be applicable); (iii) Children under 18 and children over 18 and up to age 25 unable to work due to their studies, as long as they were economically dependent on the deceased at the time of his death (iv) In the absence of a spouse, partner, or partner with children, the parents of the deceased will be the beneficiaries of the pension if they were financially dependent on him at the time of his death (v) In the absence of all of the foregoing beneficiaries, the disabled siblings of the deceased will receive a pension if they were economically dependent on him.	The following people are survivor pension beneficiaries: (i) For life, the spouse, or common-law or surviving spouse, provided that said beneficiary is more than 30 years of age on the date of the death of the originator. Should the survivor pension be due to the death of the originator, the spouse or common-law or surviving spouse must prove that he/she was living with the deceased until his/her death and had lived with the deceased for not less than five (5) consecutive years prior to his/her death; (ii) Temporarily, the spouse or common-law or surviving spouse, provided that said beneficiary is under 30 years of age on the date of the death of the originator, and he/she has not had children with him/her; (iii) Children under 18 years of age, children over 18 and up to 25 years of age, unable to work due to their studies, as long as the beneficiary is alive, and will have a maximum duration of five years. In this case, the beneficiary must be dependent on the system to obtain his/her own pension, charged to his/her property pension; (iv) He/she has children with the deceased, paragraph a) will apply. If a pensioner had a common-law spouse, as well as a former partner in an undissolved marital partnership established during the life of the deceased referred to in paragraphs a) and b), such pension shall be divided among them in proportion to the time that they lived with the originator. In the event of simultaneous coexistence by the originator in the five years before his/her death with a spouse and a common-law spouse, the beneficiary of the survival pension will be the spouse (wife or husband). If there is no simultaneous coexistence and the marital partnership remains intact, but there is a de facto separation, the common-law spouse may claim a quota share of the corresponding amount in paragraph a), proportioned to the time he/she lived together with the originator, as long as it was more than five years prior to the death of the originator. The other quota share will correspond to the spouse with whom there is an existing marital relationship, with the understanding that in addition to the wife or husband, the common-law spouse (wife or husband) will also be a beneficiary and that such pension will be divided among them in proportion to the amount of time that they lived with the deceased. (c) Children under 18 years of age, children over 18 and up to 25 years of age, unable to work due to their studies, and who were financially dependent of the deceased at the time of his death, provided that they duly prove their status as students, and disabled children if they were financially dependent of the deceased, i.e., without additional revenue, while maintaining disabled status. Disability will be determined on the basis of the criteria stipulated in article 30 of Law 100 of 1995. (d) In the absence of a spouse, common-law spouse or entitled children, the parents of the deceased will be the beneficiaries, if they depended economically on the deceased. (e) In the absence of a spouse, common-law spouse or entitled parents and children, the disabled siblings of the deceased will be the beneficiaries, if they depended economically on the deceased.	The beneficiaries of a survival pension awarded during the active or passive life of the member, are the following: (i) The spouse or the partner or permanent partner or survivor; (ii) The children who depend economically on the deceased at the time of his death under 18 years of age, single, children under 25 years of age, single, not employed or self-employed workers, who are students and study on a regular basis, disabled persons, irrespective of their marital status and age are entitled to an orphan's pension; (iii) In the absence of the spouse of the insured person or deceased pensioner, children over 55 years of age, single, who lived with the deceased, provided that they do not receive child support, are not salaried workers, and do not have any other means of subsistence; (iv) In the absence of beneficiaries due to widowhood or orphanhood, the parents are entitled to a pension if they were financially dependent on the deceased at the time of his death.
Pension options	Variable: Monthly Life Annuity; Life Annuity Insurance.	Programmed Retirement; Life Annuity; Permanent Retirement.	Programmed Retirement; Immediate Life Annuity; Temporary Income with Deferred Life Annuity; Immediate Life Annuity with Programmed Retirement.	Programmed Retirement; Immediate Life Annuity; Programmed Retirement with Deferred Life Annuity	Programmed Retirement; Simple Life Annuity; Life Annuity with Guaranteed Period; Permanent Income.

Source: FIAP.

Table 7.1b	Characteristics of the benefits provided by the pension systems in selected countries that have mandatory individually funded programs (December 2015)					
	El Salvador	Kazakhstan	Mexico	Peru	The Dominican Republic	Uruguay
Types of pensions granted by the pension systems (excluding non-contributory solidarity pensions)	Old Age; Early Old Age; Disability (full and partial); Survival.	Old Age; Disability; Survival.	Old age; Early Old Age; Unemployment at an Advanced Age; Disability; Survival.	Old age; Early Old Age (SPP and others); Disability (full and partial); Survival.	Old age pension; Unemployment at an Advanced Age; Disability (full and partial); Survival.	Old Age; Advanced Old Age; Partial Retirement with Savings (only retirement through the AFAP); Disability (full and partial); Survival.
Requirements for accessing a normal old-age pension	Members of the Pension Savings System (SAP) may choose a normal old age pension when they turn 60 (men), or 55 (women), provided that they have at least 25 years of continuous or discontinuous contributions.	Male members of the individually funded program must have turned 63, and female members 58 (gradually increasing to 63 after January 1, 2018).	The old-age pensions system establishes the following requirements for accessing the benefit: (i) Both men and women must be 65 years old; (ii) Have 1,250 weeks of contributions (approx. 24 years) (5) (6).	In the Private Pension System (SPP), both male and female members can access the normal old-age pension when they turn 65.	Members of the contributory scheme (dependent workers) of the Dominican Pension System are entitled to a normal old age pension when they can prove that they are 60 years old and have contributed for a minimum of 360 months.	The requirements for an old age pension in the Uruguayan pension system are the following: (i) Be 60 years of age; and (ii) Have a minimum of 30 years of service, such as effective contribution for the periods completed as a non-dependent worker, or with a record in the labor history of the periods completed as a dependent worker (8). In the case of women, Article 14 of Law 18,395 creates the notional calculation of 1 year for each child, up to 5 services (9).
Minimum legal retirement age for a normal old age pension	60 for men; 55 for women.	63 for men; 58 for women.	65 for men and women.	65 for men and women.	60 for men and women.	60 for men and women.
Requirements for obtaining an early old-age pension	Members are entitled to receive an early pension when the balance in their individual accounts is sufficient for financing a pension equal to or greater than 60% of the Regulating Basic Salary (RBS). The RBS is the monthly average of the taxable base income in the 120 months prior to the month in which the death occurs, disability is declared or the requirements for accessing an old age pension are met, duly adjusted for the variation of the consumer price index (for those workers whose membership is less than the established 120 months, the RBS is calculated considering the period between the month of enrollment and the month prior to the one in which the death occurred, disability was declared or the requirements for an old age pension were met).	Members of the individually funded program can obtain an early pension at age 50 and 55 (women and men, respectively), if the balance in their individual accounts is sufficient for financing a pension equal to the minimum monthly pension.	There are two types of early old-age pensions: (i) Early old-age pension which can be accessed by people of any age who have contributed for at least 1,250 weeks and accumulated the necessary balance in their account for financing a pension 30% higher than the minimum old age pension; and (ii) Pension due to unemployment at an advanced age, which can be accessed by all members of the system when they turn 60, if they are unemployed and have contributed for at least 1,250 weeks;	Workers can take early retirement if they meet any of the three following conditions: (i) The balance in the member's individual account is sufficient for granting a pension equal to or greater than 50% of the average salary received in the last 10 years; (ii) Workers enrolled in an AFP, who on the date of joining the SPP meet the age requirements and the number of years of contributions for accessing an early retirement pension pursuant to Decree Law No. 19990 of the National Pension System (SNP, PAYGO system) may take early retirement in the SPP meeting the same requirements and conditions as those required in the SNP (Women: 50 years of age and 25 years of contributions; Men: 55 years of age and 30 years of contribution; Lay-off workers due to reduction of personnel or collective dismissal who can prove 20 years of contributions, at age 55 for men and 50 for women); (iii) Enroll in the Special Early Retirement Regime for the unemployed in the SPP, for which they must meet the following requirements: (a) Men must have turned 55 and women 50, when submitting the application to the AFP; (b) They must have been unemployed for a period of not less than 12 consecutive and uninterrupted months, verified to the month prior to the presentation of their application; and (c) The pension calculated in the SPP under the determined mode is equal to or greater than one Minimum Living Wage (RMV) in force on the date of the presentation of the corresponding early retirement application (retirement due to unemployment in force until 31/12/2018).	Members are entitled to a an early old age pension in the contributory regime of the pension system when they can prove that they are 55 years old and have accumulated a fund that enables them to enjoy a pension greater than 150% of the minimum pension.	There is no early retirement. In order to retire, workers must meet the requirements listed above.
Coverage requirements for accessing a disability pension.	Members are entitled to the common disability pension when they suffer a permanent impairment of their ability to carry out any work, as a result of disease, a common accident or impairment of their physical or intellectual capabilities, not caused by occupational risks. There are two degrees of disability: (i) Members who suffer the loss of at least 2/3 of their working capacity will receive a full disability pension; and (ii) Members who suffer the loss of 50% or more, and less than 2/3 of their working capacity, will receive a partial disability pension.	Persons with disabilities of first and second groups, if disability is set for permanent period of time, are exempt from payment of compulsory pension contributions into unified accumulative pension fund. Persons with disabilities are entitled to social disability pensions that are paid from state budget in the form of state social benefits for disabled people.	Injured workers are considered disabled when they are unable to earn, in a job in their profession, a salary greater than 50% of the salary received in the last year of work, and this impossibility results from a non-occupational accident or illness. 250 weeks of contributions (5 years) are required.	Fully or partially disabled enrolled members who are not receiving a retirement pension are entitled to a disability pension under the coverage of the disability, survival and funeral expenses insurance. However, the disability cannot be the result of accidents at work, occupational diseases, voluntary acts, pre-existing diseases or the use of alcoholic substances or narcotics. Enrolled members are considered to be partially disabled when suffering from physical or mental impairment of a prolonged nature affecting 50% or more, and less than two thirds, of their working capacity, and fully disabled where the worker has a physical or mental impairment, determined by a competent medical Committee and presumed to be of a permanent nature, when he has lost at least two thirds of his ability to work.	Members are entitled to a disability pension when they can prove that they have met the following requirements: (i) They suffer from a chronic illness or injury, of whatever nature; (ii) They have exhausted their right to benefits due to non-professional diseases or occupational hazards. Workers and the worker cannot engage in any kind of working activity (loss of working capacity of at least 66%). The following requirements must be met for accessing these types of pensions: (i) Be absolutely and permanently disabled for all kinds of work in the opinion of the Occupational Medicine Area of the Social Security Bank (BPS); (ii) Have at least two years of legally recognized services; (iii) Only a minimum period of 6 months of services will be required of workers up to 25 years of age; (iv) If it is due to work, no minimum years of service is required.	There are two types of disability pension: (i) Partial transitory (transitional allowance for 3 years); the worker cannot continue doing normal work, but can perform other type of work (loss of ability to work between 50% and 66%); (ii) Total and permanent: the worker cannot engage in any kind of working activity (loss of working capacity of at least 66%). The following requirements must be met for accessing these types of pensions: (i) Be absolutely and permanently disabled for all kinds of work in the opinion of the Occupational Medicine Area of the Social Security Bank (BPS); (ii) Have at least two years of legally recognized services; (iii) Only a minimum period of 6 months of services will be required of workers up to 25 years of age; (iv) If it is due to work, no minimum years of service is required.
Amount of the disability pension and base income used for calculating it.	The reference disability pension of the originator is calculated as a percentage of the SBR. The reference pensions are equivalent to: (i) 70% of the SBR, in the case of members who die or who are entitled to a total disability pension; and (ii) 50% of the SBR, in the case of members who are entitled to a partial disability pension.	The size of state social benefits are determined by legislative acts of the Republic of Kazakhstan on annual basis.	The amount of the disability pension is equivalent to 35% of the Basic Amount (average salary of the last 500 weeks of contributions).	The Life Annuity mode is assumed for the calculation of the capital required for disability and survival pensions, considering the following percentages of the monthly income of the worker: (i) 70% for fully disabled members; (ii) 50% for partially disabled members.	The total disability pension is equivalent to 60% of the base salary, whereas in the case of partial disability, the pension is 30% of the base salary. The base salary for calculating the pension is the average of the taxable income for the past 3 years, or fraction thereof, adjusted by the Consumer Price Index (CPI).	The benefit will comprise one part served by BPS and the other part by the Pension Savings Fund Manager; and is calculated as follows: (1) BPS: The amount of the transitory subsidy for partial disability and the full disability pension will be equivalent to 65% of the basic retirement salary (SAR). The SAR is the monthly average of the taxable income of the last 10 years of services recorded in the labor history, limited to the monthly average of the best 20 years of updated taxable income, plus 5%; if it is more favorable to the worker, the SAR is the average of the 20 years of best updated taxable income for the services recorded in the labor history; if the calculated length of service is less than the period or periods of calculation described above, the updated average for the period or periods effectively recorded will be used. (2) AFAP: The amount of the transitory allowance for partial disability and the pension for total disability is equivalent to 45% of the average of the last 10 years, or shorter effective period, in which contributions were paid into the savings system.
Family group included in survival pensions	The members of the family group of the originator are: (i) The spouse, or common-law spouse (in this case, the common-law spouse must prove at least 3 years of living together); (ii) Children born in and out of wedlock and adopted children (must meet one of the following: under 18 years of age; primary, middle or high school, technical or university students, between 18 and 24; disabled individuals who depend economically on the deceased at the time of death); and (iii) parents, legitimate or adoptive.	The following people are survival pension beneficiaries in the order determined by the law of the Republic of Kazakhstan: (i) First priority: (1) Children; Widows or widowers. The father or mother of the enrolled worker; (2) Grandchildren of the enrolled worker and their descendants; (II) Second priority (if there are no heirs of the first priority: (1) Full blood and half-blood brothers and sisters of the enrolled worker and his grandparents from both the father's and mother's side; (2) Children of full and half blood brothers and sisters of the enrolled worker (nephews and nieces of the enrolled worker.); (III) Third priority (if there are no heirs of the second priority: (1) uncle and aunt of the enrolled worker; (2) cousins of the enrolled worker.	The following people are survival pension beneficiaries: (i) Widows or widowers; (ii) Orphans; (iii) Ascendants (if there is no widow or widower, orphan or common-law spouse entitled to a pension).	Members of the family group who are survival pension beneficiaries are: (i) The common-law spouse; (ii) The children; and (iii) The father or mother of the enrolled worker. To be a pension beneficiary, children must meet any of the following conditions: (i) Be under the age of 18; (ii) Be at least 18 years old, with uninterrupted studies, and passing all grades, up to primary to higher education - maximum age 28; (iii) Be over 18 and fully and permanently disabled for work. To be pension beneficiaries, the parents must meet the following requirements: (i) Must be fully or partially disabled; (ii) Must be more than 60 years old and have depended economically on the deceased.	Survival pension beneficiaries are: (i) The surviving spouse; (ii) The common-law spouse; (iii) Single children under 18 years of age; (iv) Single children over 18 and under 21 years of age who can prove that they were studying for at least 6 months prior to the death of the member; and (v) Children of a member considered disabled according to the pension regulations. It has been included the protection, from its birth, of unborn children at the time of death of the member.	Survival pension beneficiaries are: (a) The surviving spouse; (b) The common-law spouse; (c) Single children under 21 years of age, except in the case of children over the age of 18 who have their own livelihoods sufficient for their proper and decent sustenance; (d) Single children over the age of 18 fully disabled for all kinds of work; (e) Parents fully disabled for all kinds of work; (f) Divorced persons. Widowers, common-law spouses, parents fully disabled for all kinds of work and divorced persons must prove their economic dependence on the deceased, or the lack of sufficient income. Widows and common law spouses will be entitled to the benefit provided that their monthly income does not exceed the sum of \$119,612 (value expressed in Uruguayan pesos to 01/02/2015). Divorced persons must prove that they enjoyed an alimony provided by the deceased spouse.
Pension modes	Programmed Income; Life Annuities; Programmed Income with Deferred Life Annuity.	Programmed Retirement; Life annuity provided by insurance companies.	Programmed Retirement; Life Annuity.	Programmed Retirement; Family Life Annuity; Temporary Income with Deferred Life Annuity; Mixed Income; Combined Income; Dual Currency Life Annuity	Life Annuity; Programmed Retirement.	Life Annuity; Temporary partial disability allowance paid for up to three years.

Source: FIAP.
See notes (5) to (8) in the Appendix.

Appendix Table 7.1a

(1) Bolivia: Contribution compensation is the State's recognition to the insured for the contributions paid into the PAYGO system as of April 30, 1997, which is financed with resources from the General Treasury of the Nation.

(2) Bolivia: There is also disability due to Occupational and Labor Risk (see details and coverage requirements in Law No. 065 of December 10, 2010).

(3) Costa Rica: The number of contributions(NC) for accessing disability pensions, according to age, are calculated as follows:

If age <= 24	NC=12
If 24 <age <=42	NC = 12 + 4x(age - 24)
If 42 < age < 48	NC = 84 + 6x(age - 42)
If age >= 48	NC = 120

(4) Costa Rica: Workers are also entitled to an additional amount equal to 0.0833% on salary, or average income of reference, for each month of contribution in excess of the first 240 months. In addition, the insured party that meets the requirements for accessing an old age pension, shall be entitled to an additional amount for postponement of retirement, as of the date on which he met the legal and regulatory requirements. This additional amount consists of 0.1333% per month on the calculated average salary. The amount for postponement of retirement added to the amount of the regular calculated pension may not exceed 125% of the indicated salary or average income. Those employees who have reached the age of 65 with 180 contributions or more, but without having completed the 300 contributions required for retirement, are entitled to a proportional pension equivalent to a proportion of the corresponding pension. In this case the amount of the proportional pension is obtained by multiplying the amount of the old age pension, by the number of paid-in contributions, divided by 300.

Appendix Table 7.1b

(5) Mexico: The weeks acknowledged for the granting of the benefits indicated are obtained by dividing the accumulated days of contribution by seven; if there is a remainder of days greater than three after this division has been performed, it will be regarded as another full week; if the number of days is three or less, these remaining days will not be taken into account.

(6) Mexico: These are the requirements that must be met by workers subject to the IMSS 97 Law (individual accounts). It must be pointed out that members who contributed to the IMSS prior to July 1, 1997 (known as the transition generation), can choose between the benefits granted by Law IMSS 73 (the former PAYGO system) and the benefits of Law IMSS 97. Workers who began contributing after that date, only have the option of retiring with the benefits of Law IMSS 97.

(7) Peru: The Minimum Living Wage is the monthly minimum amount a worker in the private sector must earn for an eight hour day. The requirement for receiving this minimum wage is at least 4 hours per day or 24 hours per week

(8) Uruguay: A legal change in 2001 (Law 17.445 of 31/12/2001) established partial retirement based on savings, an option that allows retirement only through the AFAP, whereby the individual does not need to have a minimum number of years of contributions; he is only required to be 65 years old.

(9) Uruguay: Law 18,395 of easing access to pensions states that to set a common causal for retirement is necessary to reach 60 years old and to have at least 30 years of service, and in the Article 14 states that women are entitled to compute one (1) additional year of service by each child born alive or by each child adopted being minor or disabled, with a total maximum of five years.