Social security is a right enshrined in Article 95 of the republic’s constitution, which establishes that all citizens have the right to assistance in case of inability and in old age.
Institutionalisation of the Social Security System

✓ The National Institute Of Social Security was created through the decree Number 17/88, of the 27th of September, as the management institution of the Social Security System

✓ The mandatory Social Insurance system, was created through the Law Number 5/89, of the 18th of September

Organs of INSS

Administrative Board

✓ Is the management organ of the National Institute of Social Security.
✓ Has a President (PCA) nominated by the Prime Minister
  ◦ Has a tripartite composition of representatives in equal numbers of the State, the Employers and the Workers, nominated by the Ministry of Labour
  ◦ The Ministry of Labour has a representative in the CA’s sessions
Organs of INSS

Directorate-General
Is the executive organ of the INSS. It is directed of a General Manager who is responsible for:

- Implementing the decisions of the Administrative Board
- Authorizing the revenue and the spending
  ✓ Representing INSS, as instructed by the PCA
  ✓ Nominating, removing, promoting the staff of INSS
  ✓ Representing the proposition of the rules of procedure
  ✓ Others

Legislative Reform of 2007
Pillars of Social Protection

In 2007 the National Assembly approved the Law Framework of Social Protection (Law Number 4/ 2007, of the 7th of February), an instrument that contains three levels of social protection
✓ Basic Social Security
✓ Mandatory Social Security (Ministry of Finance, Banc of Mozambique)
✓ Complementary Social Security
Geografical Coverage of INSS

INSS is represented in all over the national territory, representing itself geographically through:

- 11 provincial Delegations:
- 22 municipal Directions; and
- 43 municipal Representatives.

Personal Framework (Covered Workers)

The Social Security System covers:

- The employed workers (TCO),
- The self-employed Workers (TCP).
Mozambique is a member of the following institutions:

- International Labour Organization (ILO);
- The SADC has collaborated in line and provided information about the evaluation tool related to the implementation of the SADC’s code about Social Security.

Community of Portuguese Language Countries (CPLP)

The technical works were realized between the representatives of the Republic of Angola, Federal Republic of Brazil, Republic of Mozambique, Republic of Portugal, Democratic Republic of São Tomé and Príncipe and the Democratic Republic of East Timor with a view to the preparation of the Multilateral Agreement of Social Security between the CPLP Countries.
Evolution of the contributors and beneficiaries (Employed)

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<tbody>
<tr>
<td>Contributors</td>
<td>3,079</td>
<td>10,246</td>
<td>17,974</td>
<td>33,523</td>
<td>46,850</td>
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<tr>
<td>Active</td>
<td>2,075</td>
<td>6,366</td>
<td>8,651</td>
<td>16,298</td>
<td>20,680</td>
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<td>Beneficiaries</td>
<td>217,388</td>
<td>340,025</td>
<td>609,287</td>
<td>861,519</td>
<td>1,247,163</td>
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<tr>
<td>Active</td>
<td>102,115</td>
<td>138,710</td>
<td>165,324</td>
<td>278,881</td>
<td>308,757</td>
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Material Coverage (provisions)

Sickness Benefit

Articles 19 to 24 of the RSSO

Is granted to the worker that through a medical attestation is declared unable to work and meets the guaranteed period and the index of professionality

Is given to the worker that has:

- 6 following or interpolated months with contribution entry;
- A professionality index through the income registry for at least 20 days in each of the two last months preceding the second previous month of the beginning of the impediment.
Provisions

Maternity Allowance
Article 27 of the RSSO

Is granted, on the assumption of income loss, as a mean
of guaranteeing the stability of the female worker, reducing the burden of the employer.

Corresponds to two months of salary.

Provisions

Old-age pension
Articles 28, 29 and 30 of the RSSO

- Is granted in the following conditions:
  ✓ 20 years of membership;
  ✓ 120 months with entry of contributions;
  ✓ 55 years of age (women) and 60 years (men).

- Is also granted, independently of age to the worker that satisfies:
  ✓ 30 years of membership;
  ✓ 300 months with entry of contributions.
Invalidity Pension  
Articles 32 to 36 of the RSSO  

1. Given to the worker who proves medically to be an invalid before reaching the age of old-age-pension.

Benefits for deaths  
Articles 37 to 47 of the RSSO  

Death Grants  
- Conditions of allocation  
  - 3 years of membership and six months with entry of contributions in the 12 months preceding death;
Provisions

Benefits for deaths
Articles 37 to 47 of the RSSO

Survivor's pension
Is granted in case of the worker having fulfilled:
- 5 years of membership;
- 60 months with entry of contributions

Entitled family members:
- Surviving spouse, in fact not separated;
- Children under the age of 18 or until 21 or 25 years provided that they are in secondary or higher education.

Evolution of Pensioners

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<tbody>
<tr>
<td>Old-Age-Pension</td>
<td>1.263</td>
<td>5.487</td>
<td>9.075</td>
<td>15.085</td>
<td>19,490</td>
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<tr>
<td>Invalidity Pension</td>
<td>35</td>
<td>.587</td>
<td>1.032</td>
<td>1.378</td>
<td>1.243</td>
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<tr>
<td>Survivor’s Pension</td>
<td>100</td>
<td>1.864</td>
<td>7.239</td>
<td>14.794</td>
<td>17.865</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>1.398</strong></td>
<td><strong>7.988</strong></td>
<td><strong>17.366</strong></td>
<td><strong>31.257</strong></td>
<td><strong>40.595</strong></td>
</tr>
</tbody>
</table>
Evolution of Minimum Pension
(In Meticais, 1 Euro ~ 40 Met.)

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<tbody>
<tr>
<td>20,01</td>
<td>131,19</td>
<td>341,34</td>
<td>766,28</td>
<td>1,597</td>
<td>1,710</td>
<td>2,070</td>
<td>3,000</td>
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Articulations of Systems

The Articulation of Systems is provided for:

✓ In Article 17 of the Law Number 4/2007, of the 7th of February;

✓ In Article 170 of EGFAE, approved through Law Number 14/2009, of the 14th of March; and,

Is regulated in Decree Number 49/2009 of 11th of September
Objective of the Articulation of Systems

Establishment of Norms and Procedures to secure the articulation of systems, having in mind the guarantee of the worker’s rights covered by the mandatory social insurance.

Applies to TCO, to TCP, to Officials and State Agents and the Workers of the Bank of Mozambique.

Acquisition of Rights

- If the beneficiary would fall within the range of both systems, the periods of time or the fulfilled insurance in terms of the norms in force in every of those entities are totalized in the management entity of the recipient system.
Granting of benefits

✓ The confirmation of the carried out contributions in the origin system is carried out through the certificate of Countdown.

✓ The provisions are granted, in full and directly to the beneficiaries, through the management entity of the recipient system, in terms of the applicable legislation.

Control of legality and sanctions

The control of compliance with the mandatory social security system is made by Labour Inspectors and auditors of the Social Insurance.
End!