

Seychelles

Exchange rate: U.S.\$1.00 equals 5.61 rupees (Rs).

Note: This information is from 1999.

Old Age, Disability, and Survivors

Regulatory Framework

First laws: 1971 (provident fund); abolished in 1978 and replaced in 1979 (social security fund).

Current laws: 1987 (social security fund) and 1990 (Seychelles pension scheme supplements the social security fund).

Type of program: Social insurance system.

Coverage

Social security fund: Employed persons, the self-employed, nonemployed persons with unearned income, and public-sector employees.

Seychelles pension scheme: All full-time workers (25 hours a week or more); the self-employed, part-time workers, and the unemployed may join voluntarily.

Source of Funds

Insured person

Social security fund: 5% of earnings; the self-employed contribute through the tax system.

Seychelles pension scheme: Voluntary contributions of at least 10 rupees; there is no maximum contribution.

Employer

Social security fund: 10% on the first Rs1,000 of monthly wages, 20% on the second Rs1,000, 35% on the next Rs8,000, and 40% on wages in excess of Rs10,000.

Seychelles pension scheme: Rs50 a month for each full-time employee.

Government: None.

Qualifying Conditions

Old-age pension

Social security fund: Age 63 with 5 years of residence immediately preceding the date of retirement. (The residency requirement may be waived by the Minister of Finance under special circumstances.)

Seychelles pension scheme: Age 63 with 5 years of residence immediately preceding the date of retirement. (The residency requirement may be waived by the Minister of Finance under special circumstances.)

Disability pension

Social security fund: A loss of 3/4 of earning capacity with 5 years of residence. A reduced pension is paid for a loss of earning capacity of between 50% and 74%. (The residency requirement may be waived by the Minister of Finance under special circumstances.)

Seychelles pension scheme: Payable after receiving the social security fund disability pension for 6 months.

Exclusions: Persons earning more than the subsistence level as set by the social security fund.

Survivor pension

Social security fund: Five years of residence.

Seychelles pension scheme: Five years of residence.

Old-Age Benefits

Old-age pension (social security fund): Rs1,100 a month.

Benefit adjustment: Benefits are reviewed and adjusted each year for cost-of-living changes.

Old-age pension (Seychelles pension scheme): Benefits are based on the value of the insured's voluntary contributions.

Permanent Disability Benefits

Disability pension (social security fund): Rs1,050 a month.

Partial disability: The full pension is reduced according to the value of earnings. The pension is payable after receiving sickness benefit for 6 months until retirement age.

Disability pension (Seychelles pension scheme): Benefits are based on the value of the insured's voluntary contributions.

Dependent supplements: Rs400 for an adult and Rs350 for each child.

The disability pension and dependent supplements cannot exceed 80% of previous earnings.

Survivor Benefits

Survivor pension (social security fund): Rs825 a month for 1 year if the widow is aged 45 or older or has a dependent child under age 15 (over age 15 if a student). The pension is also payable to a dependent widower.

Orphan's pension: Rs500 a month.

Funeral grant: Rs1,500. If death occurs before retirement, a lump sum equal to 50% of the compulsory contributions paid to the social security fund and 100% of voluntary contributions paid to the Seychelles pension scheme. If death occurs after retirement, the grant equals the old-age pension.

Administrative Organization

Ministry of Finance administers the program.

Sickness and Maternity

Regulatory Framework

First law: 1979.

Current law: 1987.

Type of program: Social insurance system. Cash sickness and maternity benefits only. (Medical services are available in government dispensaries and hospitals under the National Health Plan.)

Coverage

Employed and self-employed persons.

Source of Funds

Insured 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.

Qualifying Conditions

Cash sickness and maternity benefits: There is no minimum qualifying period.

Sickness and Maternity Benefits

Sickness benefit: The employer pays the full salary for the first 2 months and is reimbursed 80% of the amount paid or Rs2,000, whichever is less; thereafter, the social security fund pays Rs825 a month for up to 6 months.

Dependent allowance: Rs400 for an adult and Rs350 for each child.

Maternity benefit: The employer pays the full salary 2 weeks before and 8 weeks after the expected date of childbirth and is reimbursed 80% of the amount paid or Rs2,000, whichever is less. Any prolonged illness as a result of pregnancy is paid as sickness benefit at Rs825 a month for up to 6 months.

Administrative Organization

Ministry of Finance administers the program.

Work Injury

Regulatory Framework

First law: 1970 (employer liability).

Current law: 1987.

Type of program: Social insurance system.

Coverage

Employed persons.

Exclusions: Self-employed persons.

Source of Funds

Insured 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.

Qualifying Conditions

Work injury benefits: There is no minimum qualifying period.

Temporary Disability Benefits

Rs825 a month, payable for up to 130 working days.

Dependent allowance: Rs400 for an adult and Rs350 for each child.

Permanent Disability Benefits

Permanent disability pension: Rs825 a month if totally disabled, payable after receiving temporary disability benefit for 6 months until retirement age.

Partial disability: A percentage of the full benefit proportionate to the assessed degree of incapacity, according to the schedule in law.

Court award: Compensation for incapacity for work is shared equally between the employer and the social security fund.

Workers' Medical Benefits

Benefits include medical and surgical care, hospitalization, medicines, appliances, and transportation as provided under the employment benefit legislation.

Administrative Organization

Ministry of Finance administers the program.

Unemployment

Regulatory Framework

The 1980 Full Employment Scheme provides daily subsistence wages for registered unemployed persons who work on government-approved projects.