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**


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).


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.