

## Old Age, Disability, Death

First and current law: 1963.

Type of program: Social insurance system (lump-sum benefits only).

**Exchange rate:** U.S.\$1.00 equals 1,500 pounds.

### Coverage

Employees in industry, commerce, and agriculture.

Exclusions: Temporary agricultural employees; employees who elected in 1965 to continue coverage for special benefits under labor code; and aliens from countries not providing reciprocity.

Special system for public employees and teachers.

### Source of Funds

**Insured person:** None.

**Employer:** 8.5% of payroll.

**Government:** None.

### Qualifying Conditions

**Old-age benefit:** Age 60, but compulsory at 64; at any age after 20 years of employment; or if woman marries and leaves employment during the first year of marriage; or disability (at least 20 years); or death (at least 6 years).

Reduced benefit at any age if 5-19 years of employment and leaving employment permanently before qualifying.

Retirement necessary.

**Disability benefit:** Loss of at least 50% of normal working capacity.

**Survivor benefit:** Deceased had some periods of insurance under program.

### Old-Age Benefits

**Old-age benefit:** Lump sum equal to final month's earnings (or average monthly earnings during last 12 months, if higher) times years of service up to 20 years, plus 1-1/2 months' earnings per year of service beyond 20 years or 64 years of age. (For calculation of benefit, worker credited with up to 20 years for service before 1963.) 50% of benefit for 1-5 years' contributions, 65% for 5-10 years, 75% for 10-15 years, 85% for 15-20 years.

### Permanent Disability Benefits

**Disability benefit:** Lump sum equal to final month's earnings times years of service. Minimum benefit: 20 months' earnings.

### Survivor Benefits

**Survivor benefit:** Lump sum equal to final month's earnings times years of service.

Minimum benefit: 6 months' earnings.

Widow (or widower aged 60 or over, or disabled) receives 25% of the benefit; the 75% remainder is divided equally between children (no minimum or maximum age limit). If there are parents (again no minimum or maximum age limit) they receive 10% with the other 90% going to the widow and children (divided in the same proportions already stated, i.e. 25% and 75% of the 90%). If there is no widow or children, the benefit is divided 50% to the parents and 50% to the brothers and sisters. If there are no parents, their 50% goes to the brothers.

Funeral grant: 150% of minimum wage.

### Administrative Organization

Ministry of Labor, general supervision.

National Social Security Fund, administration of program through its district offices; managed by tripartite board and director-general.

## Sickness and Maternity

First and current law: 1963.

Type of program: Social insurance system. Cash and medical benefits.

### Coverage

Employees in industry, commerce, some agriculture, and teachers. Public employees, university students, dock workers and weekly and daily newspaper sellers covered for medical benefits.

Exclusions: Temporary agricultural employees and aliens from countries not providing reciprocity.

### Source of Funds

**Insured person:** 3% of earnings.

**Employer:** 12% of payroll.

**Government:** About 25% of cost of benefits.

Maximum earnings for contribution purposes: 3 times minimum wage. Current minimum wage is 300,000 pounds.

### Qualifying Conditions

**Cash sickness benefits:** 3 months of insurance during last 6 months.

**Cash maternity benefits:** 10 months of insurance immediately prior to confinement.

**Medical benefits:** Currently covered.

### Sickness and Maternity Benefits

**Sickness benefit and Maternity benefit:** Sickness benefit has not been implemented.

### Workers' Medical Benefits

**Medical benefits:** Cash refund of part of doctor bills (full refund for maternity care); service benefits provided by hospitals under contract with and paid directly by National Social Security Fund. Includes general and specialist care, hospitalization, maternity care, medicines, and laboratory services. Patient normally pays doctor's bill, and is then reimbursed by Fund for 80% (90% of hospital care, and 100% for maternity care and kidney dialysis) of amount listed for the service in official fee schedule.

Duration: 26 weeks (or up to 52 weeks in special cases). For chronic illnesses, such as heart disease or cancer, there is no limit.

### Dependents' Medical Benefits

**Medical benefits for dependents:** Same as for insured worker.

Funeral grant: 150% of minimum wage.

### Administrative Organization

Ministry of Labor, general supervision.

National Social Security Fund, administration of program.

## Work Injury

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First and current law: 1943 (amended in 1983).  
Type of program: Employer liability system.

### Coverage

All wage earners covered by an employment contract.

### Source of Funds

**Insured person:** None.

**Employer:** Whole cost through private insurance.

**Government:** None.

Earnings for contribution and benefit purposes subject to a ceiling.

### Qualifying Conditions

**Work-injury benefits:** No minimum qualifying period.

### Temporary Disability Benefits

**Temporary disability benefit:** 75% of worker's daily wage.

Temporary disability benefit is payable from day after accident up to either death, receipt of permanent disability pension or they recover.

### Permanent Disability Benefits

**Permanent disability benefit:** More than 50% disabled, benefit equal to 2/3 of salary. Less than 50%, 50% of the permanent disability benefit. Less than 30% payable as lump sum equal to 3 years' salary.

Partial disability: Compensation proportionate to loss of earning capacity.

Constant-attendance supplement, as fixed by regulation.

### Workers' Medical Benefits

**Medical benefits:** Same as for ordinary illness, plus appliances.

Patient not required to share in cost of doctor's services.

### Survivor Benefits

**Survivor pension:** Up to 500 days' pay of deceased (however, including only 1/4 of amount exceeding the minimum wage, and 1/8 of amount exceeding twice the minimum wage). Payable to widow, aged or disabled widower, children under age 16 (25 if student or disabled), aged or disabled parents, and dependent brothers and sisters.

Funeral grant: 150% of minimum wage.

### Administrative Organization

Ministry of Labor, general supervision.

## Family Allowances

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First law: 1943.  
Current law: 1963.  
Type of program: Employment-related system.

### Coverage

Employees and social insurance beneficiaries with non-working wife or with 1 to 5 children.

### Source of Funds

**Insured person:** None.

**Employer:** 15% of payroll up to a ceiling of 3 times minimum wage.

**Government:** None.

Maximum earnings for contribution purposes: 3 times minimum wage.

### Qualifying Conditions

**Family allowances:** Up to 5 children covered. Child must be under age 16 (25 if student or unmarried unemployed daughter, no limit if disabled). Wife must not be gainfully employed.

### Family Allowance Benefits

**Family allowances:** Maximum monthly allowance: 75% of minimum wage, (300,000 pounds) payable to wife (20%) and children (11% each for up to 5 children).

### Administrative Organization

Ministry of Labor, general supervision.

National Social Security Fund, administration of allowances.