

## Lesotho

Exchange rate: US\$1.00 = 11.57 maloti.

### *Old Age, Disability, and Survivors*

#### **Regulatory Framework**

**First Law:** 1983.

**Current Law:** 2007 (pension).

**Type of Program:** Universal system.

#### **Coverage**

Residents of Lesotho.

Special systems for judges, members of parliament, and certain public servants.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

#### **Qualifying Conditions**

**Old-age pension:** Age 70.

**Survivor pension:** Paid if the deceased received or was entitled to receive an old-age pension.

Eligible survivors include a widow or a dependent widower and children younger than age 18.

#### **Old-Age Benefits**

**Old-age pension:** 450 maloti is paid.

#### **Survivor Benefits**

**Survivor pension:** 100% of the old-age pension the deceased received or was entitled to receive is paid. The pension is split equally among eligible survivors.

#### **Administrative Organization**

Ministry of Labour and Employment (<http://www.gov.ls/employment>) administers the program.

#### **Sickness and Maternity**

#### **Regulatory Framework**

**First and current law:** 1992 (labor code).

**Type of program:** Employer-liability (cash benefits only) system.

Public-sector employers provide two months of paid maternity leave.

#### **Coverage**

Employed persons.

Exclusions: Self-employed persons and citizens aged 70 or older.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** The total cost (provides benefits directly to employees).

**Government:** None.

#### **Qualifying Conditions**

**Cash sickness benefits (employer liability):** Full-time employees must have been continuously employed with the same employer for at least six months.

**Cash maternity benefits (employer liability):** Full-time employees must have been continuously employed with the same employer for at least one year.

#### **Sickness and Maternity Benefits**

**Sickness benefit (employer liability):** 100% of the insured's normal earnings is paid for up to 12 days in the first 12 months; 50% for the following 12 months.

**Maternity benefit (employer liability):** 100% of the insured's normal earnings is paid for 12 weeks for up to two children.

#### **Administrative Organization**

Ministry of Labour and Employment, (<http://www.gov.ls/employment/>) administers the program.

#### **Work Injury**

#### **Regulatory Framework**

**First law:** 1977.

**Current law:** 1995 (worker's compensation).

Type of program: Social insurance system.

#### **Coverage**

All employed persons.

Exclusions: Self-employed persons, household workers, family labor, home-based workers, farmers and foresters, and unpaid apprentices.

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Special system for judges, members of parliament, and certain public servants.

### **Source of Funds**

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** A percentage of gross monthly earnings according to the terms of an agreement, contract, industry-wide mandate, or ministerial directive.

**Government:** None.

### **Qualifying Conditions**

**Work injury benefits:** There is no minimum qualifying period. Accidents that occur while commuting to and from work are covered.

### **Temporary Disability Benefits**

No statutory benefits are provided.

### **Workers' Medical Benefits**

Benefits include medical, surgical and hospital treatment, skilled nursing, and medicine, up to 10,000 maloti; the maintenance, repair, and renewal of prosthetic devices or any other artificial appliances, up to 10,000 maloti; and transportation costs, up to 1,500 maloti.

### **Permanent Disability Benefits**

**Permanent disability pension:** If the insured is assessed with a total disability, up to 8,000 maloti a month is paid.

### **Survivor Benefits**

**Survivor pension:** Up to 72,000 maloti a month is paid.

Eligible survivors include a widow or dependent widower; children younger than age 18 or disabled; and dependent siblings and parents.

**Death grant:** A lump sum of 5,000.00 maloti is paid.

### **Administrative Organization**

Ministry of Labour and Employment (<http://www.gov.ls/employment>) administers the program.

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### **Unemployment**

#### **Administrative Organization**

The 1992 (labour code) regulates severance pay for employed persons who have completed at least one year of continuous service. In the case of termination by the employer, the employer pays the equivalent of two weeks' wages (at the rate payable at the time the contract is terminated) for each completed year of continuous service with the employer. The employer can make the severance payment immediately or may delay it for up to 12 months.