

## Botswana

Exchange rate: U.S.\$1.00 equals 5.44 pula.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First and current law:** 1996.

**Type of program:** Universal old-age pension program.

#### Coverage

All citizens of Botswana aged 65 or older.  
Special system for public-sector employees.

#### Source of Funds

**Insured person:** None.

**Employer:** None.

**Government:** Total cost.

#### Qualifying Conditions

**Old-age pension:** Age 65 and resident.

#### Old-Age Benefits

**Old-age pension:** A flat-rate monthly pension of 151 pula.

#### Administrative Organization

Department of Labor and Social Security provides general supervision and administers the program.

### Sickness and Maternity

#### Regulatory Framework

The employment law provides for up to 14 days of paid sick leave a year.

The employment law requires employers in designated areas to pay maternity benefits to female employees. The maternity benefit is 25% of wages for 6 weeks before and 6 weeks after the expected date of childbirth.

The employment law requires employers in designated areas to provide certain medical services to employees and their dependents.

### Work Injury

#### Regulatory Framework

**First law:** 1936.

**Current laws:** 1977 (workmen's compensation), with 1985 amendment; and 1998.

**Type of program:** Employer-liability system, normally involving insurance with a private carrier.

#### Coverage

Employed persons, including armed forces personnel.  
Exclusion: Family labor.

#### Source of Funds

**Insured person:** None.

**Employer:** Total cost, met through the direct provision of benefits or the payment of insurance premiums.

**Government:** None.

#### Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period.

#### Temporary Disability Benefits

66% of earnings for up to 6 months; the benefit may be extended for additional 3-month periods up to a total of 24 months with the approval of the Commissioner for Workmen's Compensation. The benefit is payable after a 7-day waiting period until full recovery or certification of permanent disability.

**Partial disability:** Reduced amounts are payable for partial disability.

#### Permanent Disability Benefits

A lump sum of 60 months' earnings, if totally disabled. (Any temporary disability benefit previously paid is deducted.)

The minimum benefit is 16,000 pula.

The maximum benefit is 250,000 pula.

**Constant-attendance supplement:** 25% of the ordinary benefit.

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

The maximum benefit is 200,000 pula.

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### ***Workers' Medical Benefits***

Medical and surgical care, hospitalization, and medicines are provided up to a maximum of 75,000 pula. The cost of prostheses are provided up to a maximum of 10,000 pula. Transportation costs are provided up to a maximum of 1,500 pula.

### ***Survivor Benefits***

**Survivor benefit:** A lump sum equal to 48 months of the insured's earnings is payable to the insured's dependents. (Any temporary disability benefit previously paid to the insured is deducted.)

The minimum benefit is 8,000 pula.

The maximum benefit is 20,000 pula.

Reduced benefit amounts are paid if the survivor was only partially dependent.

Funeral grant: A lump sum of 100 pula. (The amount is deducted from the survivor benefit.)

### ***Administrative Organization***

Department of Labor and Social Security enforces the law.

Employers may insure the assessed liability with private insurance companies.

### ***Unemployment***

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#### ***Regulatory Framework***

The employment law provides for a severance benefit after 60 months of continuous employment.