

## Iran

Exchange rate: US\$1.00 equals 8,229 rials.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1953.

**Current laws:** 1975 (social security); and 1986 (self-employed insurance), implemented in 1987.

**Type of program:** Social insurance system.

#### Coverage

All employed and self-employed persons.

Voluntary coverage for previously insured persons and for drivers of commercial vehicles.

Special systems for government employees and armed forces personnel.

#### Source of Funds

**Insured person:** 7% of earnings. Voluntary insured persons contribute 26% of earnings; commercial drivers contribute 27% of earnings.

The minimum monthly earnings for contribution and benefit purposes for salaried employees are 1,500,000 rials.

The insured's contributions also finance medical, sickness, maternity, and work injury benefits.

**Self-employed person:** 12% of earnings for old-age; 14% for old-age and survivors; or 18% for old-age, disability, and survivors.

**Employer:** 20% of payroll.

The minimum monthly earnings for contribution and benefit purposes on behalf of salaried employees are 1,500,000 rials.

The employer's contributions also finance medical, sickness, maternity, and work injury benefits.

**Government:** 3% of payroll.

#### Qualifying Conditions

**Old-age pension:** Age 60 (men) or age 55 (women) with at least 14 years of contributions; age 50 (men) or age 45 (women) with at least 30 years of contributions; at any age with at least 35 years of contributions; women aged 42 with at least 20 years of contributions.

At any age with at least 20 continuous years or 25 noncontinuous years of work in an unhealthy working environment or in a physically demanding natural environment.

Retirement from insured employment is necessary.

The old-age pension is not payable abroad.

**Disability pension:** Must be assessed as totally disabled (2/3 loss of earning capacity).

The disability pension is not payable abroad.

**Survivor pension:** The deceased was an old-age or a total disability pensioner at the time of death; had paid at least a year of contributions in the last 10 years, including 90 days in the year before death; had paid at least 20 years of contributions; with more than 10 years but less than 20 years of contributions, a lump sum is paid equal to one month's minimum wage for each year of service.

Eligible survivors are a widow or dependent widower, children younger than age 18 (age 20 if a student or disabled), an unmarried daughter until she marries, and aged dependent parents (a father older than age 60; a mother older than age 55).

The survivor pension is not payable abroad.

#### Old-Age Benefits

**Old-age pension:** The pension is equal to 1/30th of the insured's average earnings during the last 24 months times the number of years of contributions. The maximum number of years of contributions for pension calculation purposes is 35.

For insured persons working in difficult or hazardous occupations, each year of paid contributions counts as 1.5 years.

The minimum pension is equal to the minimum wage of an unskilled laborer (1,500,000 rials a month).

**Benefit adjustment:** Benefits are adjusted annually according to wage changes.

#### Permanent Disability Benefits

**Disability pension:** The pension is equal to 1/30th of the insured's average earnings times the number of years of contributions.

The minimum pension is equal to 50% of the insured's average earnings or 100% of the minimum wage of an unskilled laborer (1,500,000 rials a month).

The maximum pension is equal to 100% of the insured's average earnings.

**Pension supplement:** If the pension is less than 60% of the insured's average earnings and the insured has dependents, an additional 10% of the pension is paid up to a maximum of 60% of the insured's average earnings.

**Benefit adjustment:** Benefits are adjusted annually according to changes in wages.

## Survivor Benefits

**Survivor pension:** The widow(er) receives 50% of the deceased's pension. If there is more than one legitimate widow, the pension is split equally between them.

The minimum widow(er) pension is equal to 20% of the deceased's pension.

**Orphan's pension:** 25% of the deceased's pension (50% for a full orphan) is paid for each orphan younger than age 18; no limit if a student, disabled, or an unmarried daughter.

**Parent's pension:** 20% of the deceased's pension is paid for each dependent aged parent (a father older than age 60 or disabled; a mother older than age 55 or disabled).

The minimum total survivor pension is equal to the minimum wage of an unskilled laborer (1,500,000 rials a month).

The maximum total survivor pension is equal to 100% of the deceased's pension. If the total survivor pension exceeds 100% of the deceased's pension, the survivor pensions are reduced proportionately.

**Benefit adjustment:** Benefits are adjusted annually according to changes in wages.

**Funeral grant:** 750,000 rials is paid to survivors living in a city with a population of less than 500,000; 1,000,000 rials in cities with populations greater than 500,000.

## Administrative Organization

Ministry of Welfare and Social Security provides general supervision.

Social Security Organization (<http://www.tamin.org.ir>) administers the program through provincial branch offices and local agencies.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1949.

**Current laws:** 1975 (social security); and 1986 (self-employed insurance), implemented in 1987.

**Type of program:** Social insurance system.

### Coverage

All employed persons.

Self-employed persons are covered for medical benefits only.

Voluntary coverage for previously insured persons and for drivers of commercial vehicles.

Special systems for government employees and armed forces personnel.

## Source of Funds

**Insured person:** See source of funds under Old Age, Disability, and Survivors, above.

**Self-employed person:** Medical benefits are financed according to set tariffs.

**Employer:** See source of funds under Old Age, Disability, and Survivors, above.

**Government:** See source of funds under Old Age, Disability, and Survivors, above.

## Qualifying Conditions

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

**Cash maternity benefits:** Must have at least 60 days of contributions in the year before the expected date of childbirth for the first three children.

## Sickness and Maternity Benefits

**Sickness benefit:** The benefit is equal to 75% of the insured's average earnings in the previous 3 months for a worker with dependents; 66.6% of the insured's average earnings for a single worker.

The benefit is reduced to 50% of the insured's average earnings if unmarried and hospitalized in a Social Security Organization hospital; there is no reduction if the insured person has dependents.

The benefit is payable after a 3-day waiting period (unless hospitalized) until recovery.

**Maternity benefit:** The benefit is equal to 66.6% of the insured woman's average earnings in the previous 3 months and is payable for up to a maximum of 4 months, including at least 1 month after the expected date of childbirth.

## Workers' Medical Benefits

**Direct system:** Medical care and medicines are provided directly to patients through medical facilities belonging to the Social Security Organization.

Dental grant: 250,000 rials for a half set of dentures or 450,000 rials for a full set.

Other medical expenses are payable according to set tariffs.

If the insured must be transferred to another city for outpatient medical treatment, 100% of the daily sickness benefit is paid for each day. If the insured requires a travel companion, 50% of the insured's daily wage is paid to the travel companion in addition to travel expenses, subject to a decision by the insured's doctor.

**Indirect system:** Medical services are provided through public and private hospitals and clinics, as well as through university hospitals and contracted-out physicians. The cost of inpatient care and outpatient care varies among medical

care providers, as does the degree of cost sharing and the rate of reimbursement.

### **Dependents' Medical Benefits**

**Direct system:** Medical care and medicines are provided directly to patients through medical facilities belonging to the Social Security Organization.

Dental grant: 250,000 rials for a half set of dentures or 450,000 rials for a full set.

Other medical expenses are payable according to set tariffs.

**Indirect system:** Medical services are provided through public and private hospitals and clinics, as well as through university hospitals and contracted-out physicians. The cost of inpatient care and outpatient care varies among medical care providers, as does the degree of cost sharing and the rate of reimbursement.

Eligible dependents are a wife and the first three children younger than age 18 (age 20 if a student, disabled, or an unmarried daughter), a disabled dependent husband older than age 60, and aged dependent parents. Voluntary insurance can be taken from the Social Security Organization for the fourth and subsequent children.

### **Administrative Organization**

Social Security Organization (<http://www.tamin.org.ir>) administers the program.

### **Work Injury**

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#### **Regulatory Framework**

**First law:** 1936.

**Current law:** 1975 (social security).

**Type of program:** Social insurance system.

#### **Coverage**

All employed and self-employed persons.

Voluntary coverage for previously insured persons and for drivers of commercial vehicles.

Special systems for government employees and armed forces personnel.

#### **Source of Funds**

**Insured person:** See source of funds under Old Age, Disability, and Survivors, above.

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

**Employer:** See source of funds under Old Age, Disability, and Survivors, above.

**Government:** See source of funds under Old Age, Disability, and Survivors, above.

### **Qualifying Conditions**

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

### **Temporary Disability Benefits**

The daily benefit is equal to 75% of the insured's last daily wage for a worker with dependents; 66.6% for a worker without dependents.

The benefit is reduced to 50% of the insured's last daily wage if the insured is hospitalized.

The benefit is paid from the first day of incapacity until recovery or certification of permanent disability.

### **Permanent Disability Benefits**

**Permanent disability pension:** With an assessed degree of disability of at least 66% (total disability), the pension is equal to 1/30th of the insured's average earnings times the number of years of contributions.

The minimum pension is equal to 50% of the insured's average earnings or 100% of the minimum wage of an unskilled laborer (1,500,000 rials a month).

The maximum pension is equal to 100% of the insured's average earnings.

**Pension supplement:** If the pension is less than 60% of the insured's average earnings and the insured has dependents, an additional 10% of the pension is paid up to a maximum of 60% of the insured's average earnings.

**Partial disability:** With an assessed degree of disability of between 33% and 65%, a percentage of the full pension is paid according to the assessed degree of disability.

**Benefit adjustment:** Benefits are adjusted annually according to changes in wages.

**Disability grant:** With an assessed degree of disability of between 10% and 32% and a disability that is the result of losing a limb, a lump sum is paid equal to 36 times the insured's disability pension times the assessed degree of disability.

### **Workers' Medical Benefits**

Medical care and medicines are provided directly to patients through medical facilities belonging to the Social Security Organization. There is no qualifying period for prostheses.

### **Survivor Benefits**

**Survivor pension:** 50% of the deceased's pension is paid to a widow of any age or to a dependent widower. If there is more than one legitimate widow, the pension is split equally between them.

**Orphan's pension:** 25% of the deceased's pension (50% for a full orphan) is paid for each orphan younger than age 18

(age 20 if a student or disabled) and to an unmarried daughter until she marries.

**Parent's pension:** 20% of the deceased's pension is paid for each dependent aged parent (a father older than age 60 or disabled; a mother older than age 55 or disabled).

The minimum survivor pension is equal to the minimum wage of an unskilled laborer (1,500,000 rials a month).

The maximum total survivor pension is equal to 100% of the deceased's pension. If the total survivor pension exceeds 100% of the deceased's pension, the survivor pensions are reduced proportionately.

**Benefit adjustment:** Benefits are adjusted annually according to changes in wages.

**Funeral grant:** 750,000 rials is paid to survivors living in a city with a population of less than 500,000; 1,000,000 rials in cities with populations greater than 500,000.

### **Administrative Organization**

Ministry of Welfare and Social Security provides general supervision.

Social Security Organization (<http://www.tamin.org.ir>) administers the program through provincial branch offices and local agencies.

## **Unemployment**

### **Regulatory Framework**

**First law:** 1987.

**Current law:** 1990 (unemployment insurance).

**Type of program:** Social insurance system.

### **Coverage**

All employed persons covered by the labor law.

Voluntary coverage for previously insured persons and foreign citizens.

**Exclusions:** Self-employed persons, retired persons, and totally disabled persons.

### **Source of Funds**

**Insured person:** None.

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

**Employer:** 3% of payroll.

**Government:** Any deficit.

### **Qualifying Conditions**

**Unemployment benefit:** Must have at least 6 months of insurance before the date of unemployment. Must be registered at an employment office and capable of, and available

for, work. Unemployment is not due to leaving voluntarily, misconduct, or the refusal of a suitable job offer.

### **Unemployment Benefits**

The maximum duration of benefits depends on the length of coverage and marital status. If a married individual has between 6 and 24 months of coverage, the benefit is payable for up to 12 months (6 months if single); for between 25 and 120 months of coverage, up to 18 months (12 months if single); for between 121 and 180 months, up to 26 months (18 months if single); for between 181 and 240 months, up to 36 months (24 months if single); for 241 months and longer, up to 50 months (36 months if single).

The benefit is equal to 55% of the insured's average earnings, increased by 10% for each of the first four dependents.

The minimum benefit is equal to the minimum wage of an unskilled laborer (1,500,000 rials a month).

The maximum benefit is equal to 80% of the insured's average earnings.

Insured persons aged 55 or older may receive unemployment benefits up to the retirement age.

**Benefit adjustment:** Benefits are adjusted annually according to changes in wages.

### **Administrative Organization**

Ministry of Labor provides general supervision.

## **Family Allowances**

### **Regulatory Framework**

**First law:** 1953.

**Current law:** 1975 (social security).

**Type of program:** Employment-related system.

### **Coverage**

Employed persons.

### **Source of Funds**

**Insured person:** None.

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

**Employer:** The total cost.

**Government:** None.

### **Qualifying Conditions**

**Family allowances:** The child must be younger than age 18 (no limit if a student or disabled). The parent must have at least 720 working days of contributions.

**Marriage grant:** Must have at least 720 days of contributions before the date of marriage. The grant is paid once only.

### ***Family Allowance Benefits***

**Family allowances:** The monthly allowance is equal to three times the lowest daily wage of an unskilled laborer. The lowest daily wage is based on the minimum wage of an unskilled laborer (1,500,000 rials a month). The allowance is paid for a maximum of two children.

**Benefit adjustment:** Benefits are adjusted annually according to changes in wages.

**Marriage grant:** The grant is equal to 1 month of the insured's average earnings. If both spouses are insured, both the husband and wife will receive the grant.

### ***Administrative Organization***

Ministry of Labor provides general supervision.