

Regulation Number: 2018/R-25

**Regulation on Enrollment and Disbursement of Benefits to Foreign Employees under the Maldives Retirement Pension Scheme**

- |                                |     |                                                                                                                                                                                                                                                     |
|--------------------------------|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Introduction                   | 1.  | (a) This Regulation is formulated under the authority granted to the Maldives Pension Administration Office pursuant to section 19 (n) of the Act Number 8/2009 (Maldives Pension Act).                                                             |
| Objective                      | (b) | This Regulation is formulated to establish and enforce the procedures for enrollment and disbursement of benefits to foreign employees under the Maldives Retirement Pension Scheme, to administer and manage all matters related to the foregoing. |
| Name of the Regulation         | (c) | This Regulation shall be cited as the “Regulation on Enrollment and Disbursement of Benefits to Foreign Employees under the Maldives Retirement Pension Scheme”.                                                                                    |
| Jurisdiction                   | 2.  | This Regulation applies exclusively to foreign employees employed in the Maldives and their employers.                                                                                                                                              |
| Authority of other regulations | 3.  | (a) Unless otherwise specified in the provisions herein, Regulation Number 2014/R-20 (Regulation on Maldives Retirement Pension Scheme) shall be applicable to foreign employees enrolling and enrolled in the Maldives Retirement Pension Scheme.  |

- (b) Unless otherwise specified in the provisions herein, this Regulation shall be read and construed concurrently with the provisions of Regulation Number 2014/R-20 (Regulation on Maldives Retirement Pension Scheme) and Regulation Number 2014/R-21 (Regulation on Disbursement of Benefits under the Maldives Retirement Pension Scheme).

### **Enrollment of Foreign Employees in the Retirement Pension Scheme**

- |                                                     |    |                                                                                                                                                                                                                                                                                                                                                                                                             |
|-----------------------------------------------------|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Enrollment of foreign employees                     | 4. | (a) Upon application to join the Maldives Retirement Pension Scheme by a foreign employee aged between 16 and 65, unless the employer of the employee objects, the employee may be enrolled as stipulated under the “Regulation on Maldives Retirement Pension Scheme” and this Regulation.                                                                                                                 |
|                                                     |    | (b) Subsequent to registration of the employer in the Retirement Pension Scheme and on application to enroll a consenting foreign employee working for the employer, then such employee shall be enrolled in the Scheme if all the requirements under the “Regulation on Maldives Retirement Pension Scheme” are satisfied and the employer shall be notified of the same in writing by the Pension Office. |
| Deregistration of foreign employees from the Scheme | 5. | If a foreign employee enrolled in the Maldives Retirement Pension Scheme requests from the employer to deregister from the Scheme, then the employer shall facilitate the same. Further, if the employer desires to deregister a foreign employee from the Scheme, then the employee shall be notified of the same and may be deregistered by submitting the required document to the Pension Office.       |
| Identification of foreign employees                 | 6. | For the purpose of the Maldives Retirement Pension Scheme, foreign employees shall be identified by their passport numbers.                                                                                                                                                                                                                                                                                 |

## **Disbursement of Pension Benefits to Foreign Employees**

- |                                             |    |     |                                                                                                                                                                                                                                                                                                                                                                                                 |
|---------------------------------------------|----|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Calculation of pension benefits             | 7. |     | Pension benefits shall be calculated and disbursed under the Maldives Retirement Pension Scheme as stipulated in this Regulation and the “Regulation on Disbursement of Benefits under the Maldives Retirement Pension Scheme”.                                                                                                                                                                 |
| Benefits disbursed as pension               | 8. | (a) | If a foreign employee enrolled in the Retirement Pension Scheme permanently leaves the Maldives prior to attaining the pensionable age, entire balance in the Retirement Savings Account of such an employee, except Accrued Pension Rights of state employees shall be disbursed to the employee as determined by the Pension Office pursuant to the procedure stipulated in section 9 herein. |
|                                             |    | (b) | Contributions made to the Retirement Savings Account as Accrued Pension Rights shall be disbursed to the employee upon attaining 65 years of age and on submission of the Form specified in section 9 herein. Accordingly, the payout shall be made as a lump-sum to the foreign employee.                                                                                                      |
| Requisites for the disbursement of benefits | 9. | (a) | In order to claim the benefits specified herein, foreign employees shall submit to the Pension Office duly completed “Foreign Employee’s Pension Benefit Claim Form” annexed hereto as Schedule 1.                                                                                                                                                                                              |
|                                             |    | (b) | Upon completion of the procedures for claiming benefits by an enrolled foreign employee who satisfies the requirements stipulated herein, then the Pension Office shall make arrangements to release the balance in the Retirement Savings Account of the employee within 45 (forty-five) days.                                                                                                 |

- (c) If a foreign employee desires to permanently leave the Maldives prior to attaining the pensionable age, such an employee may submit the Form specified in subsection (a) herein to the Pension Office 3 (three) months before the departure date.
- Miscellaneous 10. (a) If a foreign employee enrolled in the Retirement Pension Scheme does not claim the balance of the Retirement Savings Account prior to departure from the Maldives in accordance with section 8 (a) herein, thereafter such an employee shall be eligible to claim the balance in the Retirement Savings Account on attaining 65 years of age.
- (b) Pursuant to section 14 of the “Regulation on Disbursement of Benefits under the Maldives Retirement Pension Scheme”, a foreign employee may claim “Early Pension Withdrawal” on attaining 55 years of age.
- Definitions 11. Unless otherwise specified herein, meanings of the phrases and words used in this Regulation shall have the same meanings as the phrases and words used in the “Maldives Pension Act” and the “Regulation on Maldives Retirement Pension Scheme”.
- Commencement of the Regulation 12. (a) This Regulation shall commence on the date of publication on the Gazette of the Government of Maldives.
- (b) On commencement of this Regulation, the “Regulation on Enrollment and Disbursement of Benefits to Foreign Employees under the Maldives Retirement Pension Scheme” in effect since 14 September 2014 shall abrogate.