Sick Pay Database

Documentation

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Abbreviations

EU-SILC	European Union Statistics on Income and Living Conditions
EWCS	European Working Conditions Survey
MISSCEO	Mutual Information System on Social Protection of the Council of Europe
MISSOC	Mutual Information System on Social Protection
SSA	Social Security Administration
WRR	Wage Replacement Rate

1 Preface

1.1 Summary and purpose of the sick pay database

The purpose of the sick pay database is to provide information about the sick pay regulations of European countries in recent decades. The database covers a wide range of indicators that inform about country-specific legal differences in the generosity of monetary compensation and in the definition of the eligible population. This database can be utilised for research across various disciplines, such as the social sciences, by either using the indicators as they are or by creating additional measures from the variables.

The purpose of this document is to provide information about the 23 variables, the assigned values, and the definitions of these values. It also documents the database and the country-specific legislative text sources used during the construction of this database. This database captures paid leave for personal health needs from both the employer and the social security system. Both aspects are crucial when comparing the generosity of paid sick leave policies across countries. The term "sick pay" refers to paid sick leave provided by the employer, while "sickness benefits" refers to cash benefits from the social security system. The general term "paid sick leave" encompasses both sick pay and sickness benefits.

1.2 Basic information about the database

Data was collected for 35 European countries in a time period of 12 years (2010-2022). The countries included in this database match the countries that, at some point between 2010 and 2022, had been or currently are participating in the longitudinal survey of the European Union Statistics on Income and Living Conditions (EU-SILC) and/or the European Working Conditions Survey (EWCS). EU-SILC is an annual survey that was initially launched in 2005 and collects information on topics such as income, housing, education or health (Arora et al., 2015). The EWCS is a repeated cross-sectional survey on the working conditions of employees and self-employed in European countries (Eurofound, 2017). Table 1 provides an overview of the countries included in the sick pay database and their respective country code, which is useful when merging data sets.

Despite being part of EU-SILC and the EWCS, Greece was excluded from the database, because of missing or contradictory data.

The basic structure of the sick pay database is closely aligned with the Paid Sick and Medical Leave database that was published by the WORLD Policy Analysis Center (World Policy Analysis Center, 2021). The WORLD Policy Analysis Center collects and analyses legal policies on topics such as health, income and constitutional equality for countries worldwide. The variable names, values and, for the most part, the definitions used in our sick pay database are adopted from the Paid Sick and Medical Leave database.

1.3 Data accuracy

Research for the sick pay database was conducted as thoroughly as possible. Still, the database does not guarantee perfect accuracy for several reasons: First, the database was created by legal laymen without consultation from legal professionals. There is a risk that specific laws or provision that would be relevant for the variables in the database might have been overlooked. Second, not all of the legal acts for the 36 countries represented in this database were available in a language spoken by the persons that were involved in the creation of this database. Therefore, the respective laws were auto-

translated into German. They might have been subject to translation errors that might have led to false interpretations of the texts.

Table 1 Countries included in the database (ISO 3166-1 ALPHA-2)

No	Country name (country)	Alpha-2 code (country_isocode)	Alpha-2 numeric (country_isonum)
1	Albania	AL	008
2	Austria	AT	040
3	Belgium	BE	056
4	Bulgaria	BG	100
5	Croatia	HR	191
6	Cyprus	CY	196
7	Czech Republic	CZ	203
8	Denmark	DK	208
9	Estonia	EE	233
10	Finland	FI	246
11	France	FR	250
12	Germany	DE	276
13	Hungary	HU	348
14	Iceland	IS	352
15	Ireland	IE	372
16	Italy	IT	380
17	Latvia	LV	428
18	Lithuania	LT	440
19	Luxembourg	LU	442
20	Malta	MT	470
21	Montenegro	ME	499
22	Netherlands	NL	528
23	North Macedonia	MK	807
24	Norway	NO	578
25	Poland	PL	616
26	Portugal	PT	620
27	Romania	RO	642
28	Serbia	RS	643
29	Slovakia	SK	703
30	Slovenia	SI	705
31	Spain	ES	724
32	Sweden	SE	752
33	Switzerland	CH	756
34	Turkey	TR	792
35	United Kingdom	GB	826

2 Variables

All variables were assigned values based on what minimum sick pay benefits are guaranteed by national law. The actual duration of sick pay provided by the employer might be longer, and the WRR (wage replacement rate) might be higher than the legal minimum, due to individual contractual arrangements or judicial legislation. The latter refers to cases where court rulings establish binding sick pay rules instead of national government legislation. Such regulations remain out of consideration for the sick pay database.

The information in the database refers to legislation in force on 1 July for each year from 2010 to 2022. This is in line with the practice of the Mutual Information System on Social Protection (MISSOC), which was consulted during the construction of this database. MISSOC is coordinated by the European Commission and provides information on the national social protection systems of all 27 EU Member States as well as Iceland, Liechtenstein, Norway and Switzerland (European Commission, 2024d). The tables are updated twice a year: on 1 January and 7 July each year (European Commission, 2024b). For countries not or not fully covered by MISSOC, where possible, the applicable legislation has been examined as it was in force in July of each year.

Covering annual information from 2010 to 2022 for 35 countries results in a dataset of 455 observations.

2.1 General sick leave availability (gavail)

This variable explores whether national legislation guarantees any form of sick leave, whether paid or unpaid, for workers.

General sick leave availability		n	%	valid %
0	No legal entitlement to sickness absence	0	0.0	0.0
1	Unpaid sick leave	0	0.0	0.0
2	Paid sick leave	455	100.0	100.0
Total		455	100.0	100.0

2.2 Waiting period for sick pay (wait)

This variable examines whether paid sick leave is available from the first day of illness or whether a country has an unpaid waiting period before workers can claim sick pay. Countries that waive waiting periods only for longer illnesses are still considered to have a waiting period, as workers do not necessarily know from the onset of symptoms how long they will be ill.

Waiting period for sick pay		n	%	valid %
0	No paid sick leave	0	0.0	0.0
1	Unpaid waiting period	154	33.9	33.9
2	Sick leave paid from the first day	301	66.2	66.2
Total		455	100.0	100.0

2.3 Qualifying period for paid sick leave by length of employment (qualy)

This variable indicates whether workers' access to sickness benefits depends on their previous employment history. "Tenure" refers to the length of continuous employment with the same employer. "Contributions" refers to payments to the national social security system.

Qualifying period for paid sick leave by length of employment		n	%	valid %
0	No paid sick leave	0	0.0	0.0
1	≥12 months job tenure required	0	0.0	0.0
2	≥12 months contributions required	13	2.9	2.9
3	<12month months tenure or contributions	122	26.8	26.8
4	No explicit tenure or contribution requirements	320	70.3	70.3
Total		455	100.0	100.0

"≥12 months job tenure required" means that workers must have 12 months of continuous employment with the same employer to be eligible for sick pay benefits. "≥12 months contributions required" means that workers must make at least 12 months of contributions to national social security systems to be eligible for sick pay benefits. This indicator captures countries which require 12 consecutive months of contributions, as well as countries which require 12 months of contributions over a longer, non-consecutive period (e.g. 12 months of contributions over the past 18 months). "<12month months tenure or contributions" means that workers must be continuously employed or make contributions to social security systems for a minimum amount of time to be eligible for sick leave benefits – but this minimum length is less than 12 months. "No explicit tenure or contribution requirements" means that countries extend workers access to at least some sick pay benefits without explicitly requiring a minimum period of employment or number of contributions to a social security fund.

2.4 Duration of paid sick leave by job tenure

(dur1m, dur6m, dur1y, dur5y)

This is a set of four variables that examine the duration of sick pay benefits according to workers' job tenure. The duration is calculated based on a five-day working week, unless the legislation provides for a six-day working week or calendar days. The duration does not include the extensions available only in case of hospitalisation.

Duration of paid sick leave (1 month job tenure)		n	%	valid %
0	No paid sick leave	65	14.3	14.3
1	Less than 2 weeks	26	5.7	5.7
2	2 - 5.9 weeks	2	0.4	0.4
3	6 weeks or more	362	79.6	79.6
Total		455	100.0	100.0
.a	Varies by worker type	0	0.0	
Total		455	100.0	

Duration of paid sick leave (6 months job tenure)		n	%	valid %
0	No paid sick leave	13	2.9	2.9
1	Less than 2 weeks	0	0.0	0.0
2	2 - 5.9 weeks	13	2.9	2.9
3	6 weeks or more	429	94.3	94.3
Total		455	100.0	100.0
.a	Varies by worker type	0	0.0	
Total		455	100.0	

Duration of paid sick leave (1 year job tenure)		n	%	valid %
0	No paid sick leave	13	2.9	2.9
1	Less than 2 weeks	0	0.0	0.0
2	2 - 5.9 weeks	13	2.9	2.9
3	6 weeks or more	429	94.3	94.3
Total		455	100.0	100.0
.a	Varies by worker type	0	0.0	
Total		455	100.0	

Duration of paid sick leave (5 years job tenure)		n	%	valid %
0	No paid sick leave	0	0.0	0.0
1	Less than 2 weeks	0	0.0	0.0
2	2 - 5.9 weeks	13	2.9	2.9
3	6 weeks or more	442	97.1	97.1
Total		455	100.0	100.0
.a	Varies by worker type	0	0.0	
Total		455	100.0	

“Varies by worker type” means that length of sick pay benefits varies based on how the worker is classified, such as whether the worker is paid hourly, a salaried employee, or a supervisor.

2.5 Total duration of sick pay and sickness benefits (paidleave)

This variable captures the total length of sick pay benefits available for personal health needs, before persons receive benefits from other branches of the social security system, such as invalidity pensions or benefits for people with reduced earning capacity. The benefit duration includes extensions due to hospitalisations, serious illnesses, or chronic illnesses. If the duration varies, the duration of sick pay benefits shown is the one that is available to the lowest wage workers with at least one year of tenure.

Total duration of sick pay and sickness benefits		n	%	valid %
0	No paid sick leave	0	0.0	0.0
1	Less than one month	13	2.9	2.9
2	1 - 2.9 months	0	0.0	0.0
3	3 - 5.9 months	13	2.9	2.9
4	6 months or more	429	94.3	94.3
Total		455	100.0	100.0

“6 months or more” of paid sick leave includes cases where benefits are provided “until recovery” or “for as long as treatment is required”.

2.6 Wage replacement rate in week 1 by job tenure

(wrr_w1_1m, wrr_w1_6m, wrr_w1_1y, wrr_w1_5y)

This is a series of four variables that examine the wage replacement rate (WRR) of sick pay benefits in week 1 by workers' job tenure. The WRR is calculated considering any unpaid waiting periods, expiration of benefits or changes in the level of benefits. Calculations are based on a five-day working week, unless legislation provides for a six-day working week or calendar days. In countries that use calendar days (e.g. PL or DK), the WRR may be lower in later weeks if the level of wage replacement decreases with the duration of sickness in a country. This is because higher levels of continued pay are statistically 'consumed' earlier when calendar days are used.

When it varies, WRR is calculated based on how long a worker has been working with their employer. Contribution requirements that require a minimum number of contributions while employed within a specific time period prior to being eligible for social security-based leave are also included.

Wage replacement rate in week 1 (1 month job tenure)		n	%	valid %
0	No paid sick leave	65	14.3	14.3
1	Fixed amount independent of wage	13	2.9	2.9
2	Less than 60% of wages	111	24.4	24.4
3	60-79% of wages	114	25.1	25.1
4	80-100% of wages	152	33.4	33.4
Total		455	100.0	100.0
.a	Varies by worker type	0	0.0	
Total		455	100.0	

Wage replacement rate in week 1 (6 months job tenure)		n	%	valid %
0	No paid sick leave	13	2.9	2.9
1	Fixed amount independent of wage	13	2.9	2.9
2	Less than 60% of wages	111	24.4	24.4
3	60-79% of wages	127	27.9	27.9
4	80-100% of wages	191	42.0	42.0
Total		455	100.0	100.0
.a	Varies by worker type	0	0.0	
Total		455	100.0	

Wage replacement rate in week 1 (1 year job tenure)		n	%	valid %
0	No paid sick leave	13	2.9	2.9
1	Fixed amount independent of wage	13	2.9	2.9
2	Less than 60% of wages	111	24.4	24.4
3	60-79% of wages	127	27.9	27.9
4	80-100% of wages	191	42.0	42.0
Total		455	100.0	100.0
.a	Varies by worker type	0	0.0	
Total		455	100.0	

Wage replacement rate in week 1 (5 years job tenure)		n	%	valid %
0	No paid sick leave	0	0.0	0.0
1	Fixed amount independent of wage	26	5.7	5.7
2	Less than 60% of wages	111	24.4	24.4
3	60-79% of wages	127	27.9	27.9
4	80-100% of wages	191	42.0	42.0
Total		455	100.0	100.0
.a	Varies by worker type	0	0.0	
Total		455	100.0	

“Fixed amount independent of wage” means that all workers receive the same payment, regardless of their usual wage or salary. “Varies by worker type” means that length of sick pay benefits varies based on how the worker is classified, such as whether the worker is paid hourly, a salaried employee, or a supervisor.

2.7 Wage replacement rate in week 2 by job tenure

(wrr_w2_1m, wrr_w2_6m, wrr_w2_1y, wrr_w2_5y)

This is a series of four variables examining the WRR of sick pay benefits in week 2 by worker tenure. Variable labels and definitions are identical to the WRR in week 1.

Wage replacement rate in week 2 (1 month job tenure)		n	%	valid %
0	No paid sick leave	104	22.9	22.9
1	Fixed amount independent of wage	13	2.9	2.9
2	Less than 60% of wages	50	11.0	11.0
3	60-79% of wages	123	27.0	27.0
4	80-100% of wages	165	36.3	36.3
Total		455	100.0	100.0
.a	Varies by worker type	0	0.0	
Total		455	100.0	

Wage replacement rate in week 2 (6 months job tenure)		n	%	valid %
0	No paid sick leave	13	2.9	2.9
1	Fixed amount independent of wage	13	2.9	2.9
2	Less than 60% of wages	50	11.0	11.0
3	60-79% of wages	162	35.6	35.6
4	80-100% of wages	217	47.7	47.7
Total		455	100.0	100.0
.a	Varies by worker type	0	0.0	
Total		455	100.0	

Wage replacement rate in week 2 (1 year job tenure)		n	%	valid %
0	No paid sick leave	13	2.9	2.9
1	Fixed amount independent of wage	13	2.9	2.9
2	Less than 60% of wages	37	8.1	8.1
3	60-79% of wages	162	35.6	35.6
4	80-100% of wages	230	50.6	50.6
Total		455	100.0	100.0
.a	Varies by worker type	0	0.0	
Total		455	100.0	

Wage replacement rate in week 2 (5 years job tenure)		n	%	valid %
0	No paid sick leave	0	0.0	0.0
1	Fixed amount independent of wage	26	5.7	5.7
2	Less than 60% of wages	37	8.1	8.1
3	60-79% of wages	162	35.6	35.6
4	80-100% of wages	230	50.6	50.6
Total		455	100.0	100.0
.a	Varies by worker type	0	0.0	
Total		455	100.0	

2.8 Wage replacement rate in week 6 by job tenure

(wrr_w6_1m, wrr_w6_6m, wrr_w6_1y, wrr_w6_5y)

This is a series of four variables examining the WRR of sick pay benefits in week 6 by worker tenure. Variable labels and definitions are identical to the WRR in week 1.

Wage replacement rate in week 6 (1 month job tenure)		n	%	valid %
0	No paid sick leave	93	20.4	20.4
1	Fixed amount independent of wage	39	8.6	8.6
2	Less than 60% of wages	39	8.6	8.6
3	60-79% of wages	160	35.2	35.2
4	80-100% of wages	124	27.3	27.3
Total		455	100.0	100.0
.a	Varies by worker type	0	0.0	
Total		455	100.0	

Wage replacement rate in week 6 (6 months job tenure)		n	%	valid %
0	No paid sick leave	26	5.7	5.7
1	Fixed amount independent of wage	39	8.6	8.6
2	Less than 60% of wages	39	8.6	8.6
3	60-79% of wages	201	44.2	44.2
4	80-100% of wages	150	33.0	33.0
Total		455	100.0	100.0
.a	Varies by worker type	0	0.0	
Total		455	100.0	

Wage replacement rate in week 6 (1 year job tenure)		n	%	valid %
0	No paid sick leave	26	5.7	5.7
1	Fixed amount independent of wage	39	8.6	8.6
2	Less than 60% of wages	26	5.7	5.7
3	60-79% of wages	214	47.0	47.0
4	80-100% of wages	150	33.0	33.0
Total		455	100.0	100.0
.a	Varies by worker type	0	0.0	
Total		455	100.0	

Wage replacement rate in week 6 (5 years job tenure)		n	%	valid %
0	No paid sick leave	13	2.9	2.9
1	Fixed amount independent of wage	39	8.6	8.6
2	Less than 60% of wages	13	2.9	2.9
3	60-79% of wages	227	49.9	49.9
4	80-100% of wages	163	35.8	35.8
Total		455	100.0	100.0
.a	Varies by worker type	0	0.0	
Total		455	100.0	

2.9 Source of sick pay (source)

This variable examines who provides paid sick leave during the first six weeks of illness.

Source of sick pay		n	%	valid %
0	No paid sick leave	0	0.0	0.0
1	Employer only	141	31.0	31.0
2	Social security only	65	14.3	14.3
3	Employer and social security	249	54.7	54.7
Total		455	100.0	100.0

“Employer only” means that employers are generally responsible for providing sick pay during the first six weeks of illness. Social security programs may provide benefits for longer illnesses or for a subset

of workers, such as self-employed. “Employer and social security” includes three different ways that employers and social security systems share the provision of sick pay benefits: employers pay for a portion of leave before benefits from social security begin, employers are required to supplement benefit levels paid by social security, or employers are required to pay leave when workers do not meet contribution requirements to access paid leave benefits in the social security system.

2.10 Paid sick leave for self-employed (selfempl)

This variable provides information if any form of legislative mandatory or voluntary sick pay is available for self-employed.

Paid sick leave for self-employed		n	%	valid %
0	No paid sick leave / only for employees	35	7.7	7.9
1	(Some) paid sick leave for self-employed	407	89.5	92.1
Total		442	97.1	100.0
.a	Not specified in law	13	2.9	
Total		455	100.0	

“Only for employees” means that social security benefits explicitly exclude self-employed workers, or national benefits are only available through employers. “(Some) paid sick leave for self-employed” means that social security legislation explicitly outlines coverage for self-employed workers either as part of the main social security sickness benefit or a separate program. This includes both mandatory and voluntary coverage. “Not specified in law” means that social security legislation does not explicitly address whether self-employed workers are covered or not. This does not mean that legislation denies coverage to self-employed workers.

2.11 Availability of adequate paid sick leave (availa)

This variable captures the guarantees of sick pay benefits for workers with one year of tenure. Eligibility requirements that mandate at least a year of contributions while employed within a specific time period prior to being eligible for social security-based leave are also included.

Availability of adequate paid sick leave		n	%	valid %
0	No paid sick leave	0	0.0	0.0
1	Limited paid sick leave	261	57.4	57.4
2	At least 2 weeks of well-paid sick leave available from the first day	194	42.6	42.6
Total		455	100.0	100.0

“Limited paid sick leave” means that there is a national paid sick leave policy, but there is either a waiting period to receive benefits, leave is paid at a flat rate or less than 80% of pay in the second week, or a worker with one year of tenure would receive less than two weeks of paid leave. “At least 3 weeks of well-paid sick leave available from the first day” means that workers are guaranteed at least 2 weeks of sick leave paid at 80% or more of wages from the first day of illness.

2.12 Sick pay generosity score

To make it easier to compare the generosity of statutory sick pay schemes across countries and years, we constructed a score that combines information on different aspects of sick pay schemes. We aimed for a score that distinguished between three dimensions:

1. Eligibility: The size of the group of people in the labour force who are entitled to some form of sick pay. Importantly, this dimension is reflected in the length of the waiting and qualifying periods. Longer waiting periods exclude workers with short-term illnesses, while longer qualifying periods exclude workers with, on average, shorter job tenures. The latter concerns, for example, workers with temporary contracts, young workers or women, whose employment biographies are more discontinuous. A third indicator of eligibility is the inclusion of the self-employed.

2. Duration: The number of days or weeks that workers can expect to receive sick pay. This dimension includes variables relating to the period during which sick pay or sickness benefit schemes provide wage compensation or a fixed monetary allowance in the event of sickness.

3. Amount: The magnitude of wage losses compensated by sick pay schemes. Importantly, this dimension includes variables that provide information on the wage replacement rate in different weeks of sickness.

In a second step, the respective subscales were constructed by creating sum scores. Since the values of each variable can be interpreted as higher values indicating more generosity, a sum score reflects this metric. However, to account for the fact that the number of variables, but also the range of values, varies between the subscales, we standardised each subscale to give them the same weight in the combined total score. Therefore, the scores were divided by the theoretical maximum. The maximum reflects a situation in which all variables would have the highest or most generous possible values. Standardisation gives each subscale a range from 0 to 1, with higher values reflecting greater generosity. The scale would be 1 if all indicators for sickness benefit schemes were the most generous form.

The final step was to create a total score by summing the three subscales and dividing by 3 as the possible maximum to produce a metric ranging from 0 "least generous sick pay legislation" to 1 "most generous sick pay legislation":

$$Sick\ pay\ generosity\ score = \frac{Eligibility + Duration + Amount}{3}$$

Table 2 provides further information on the distribution and reliability of the sub scales and the total score.

Table 2: Scales on sick pay generosity (α=Cronbach's alpha)

	α	Mean	SD	Range	n
Sub scale: Eligibility of sick pay (v_eligibility)	0.59	0.89	0.14	0-1	455
(1) Waiting period for sick pay					
(2) Qualifying period for paid sick leave by length of employment					
(3) Paid sick leave for self-employed					
Sub scale: Duration of sick pay (v_dur)	0.71	0.94	0.14	0-1	455
(1) Duration of paid sick leave (1 month job tenure)					
(2) Duration of paid sick leave (6 months job tenure)					
(3) Duration of paid sick leave (1 year job tenure)					
(4) Duration of paid sick leave (5 years job tenure)					
(5) Total duration of sick pay and sickness benefits					
Sub scale: Amount of sick pay (v_amount)	0.94	0.74	0.22	0-1	455
(1) Wage replacement rate in week 1 (1 month job tenure)					
(2) Wage replacement rate in week 1 (6 months job tenure)					
(3) Wage replacement rate in week 1 (1 year job tenure)					
(4) Wage replacement rate in week 1 (5 years job tenure)					
(5) Wage replacement rate in week 2 (1 month job tenure)					
(6) Wage replacement rate in week 2 (6 months job tenure)					
(7) Wage replacement rate in week 2 (1 year job tenure)					
(8) Wage replacement rate in week 2 (5 years job tenure)					
(9) Wage replacement rate in week 6 (1 month job tenure)					
(10) Wage replacement rate in week 6 (6 months job tenure)					
(11) Wage replacement rate in week 6 (1 year job tenure)					
(12) Wage replacement rate in week 6 (5 years job tenure)					
Total score: Sick pay generosity (v_generosity)	**0.80**	**0.86**	**0.14**	**0-1**	**455**

An illustration of the average scores across European countries and over time is shown in Figure 1 and Figure 2.

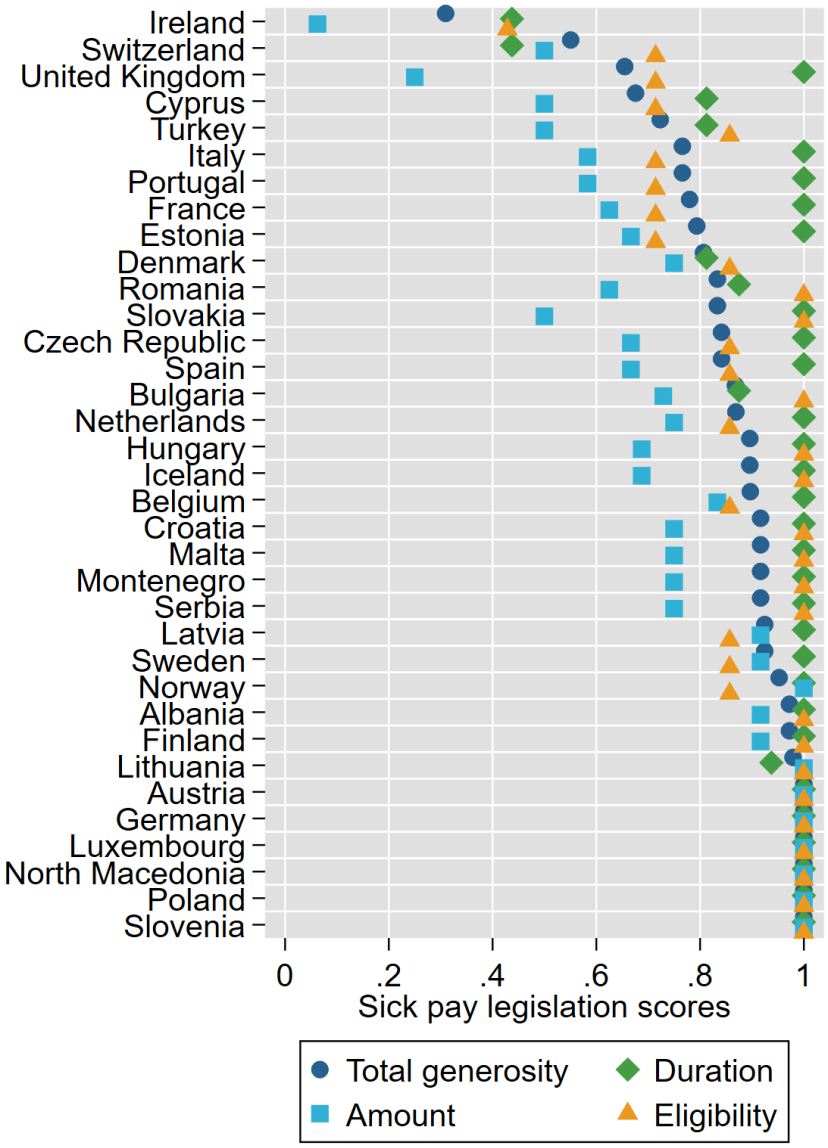

Figure 1: Sick pay legislation scores across 35 European countries (2010-2022)

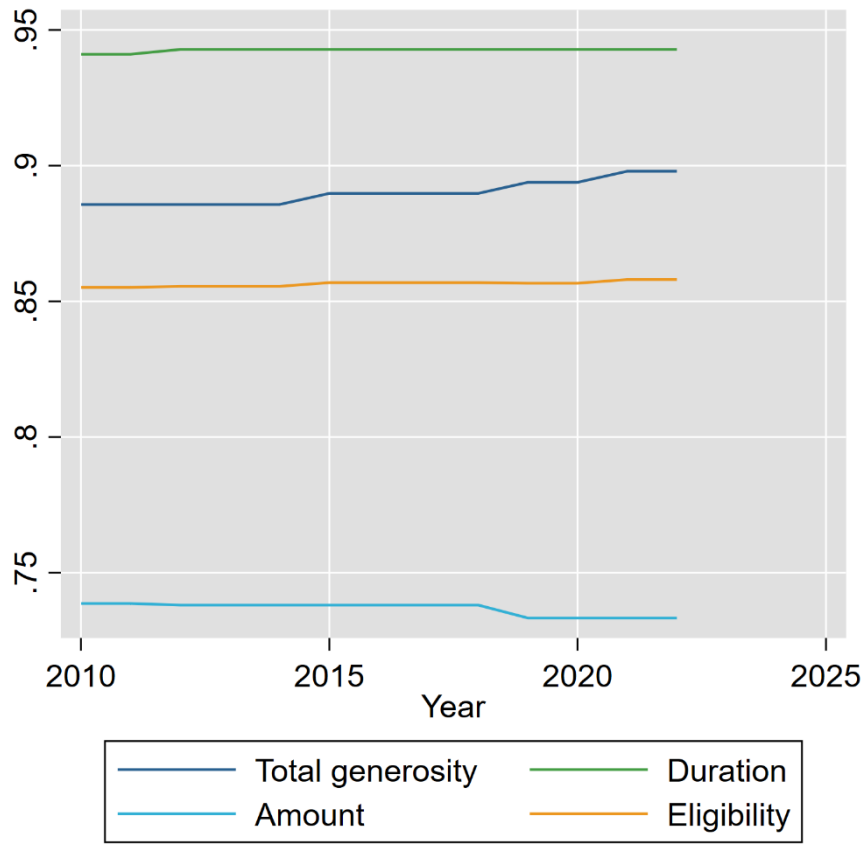

Figure 2: Sick pay legislation scores across 35 European countries (2010-2022)

3 References

3.1 Databases

Some online sources were consulted across years and countries supplementary to country-specific legislation. Those were used to get an overview of the various national sick leave benefit policies, to help find the relevant national laws and to fill out any gaps that occurred due to legislation being unavailable for certain years. Specifically:

Mutual Information System on Social Protection (MISSOC).
MISSOC is a database that provides information on social protection legislation for all 27 member states of the European Union, as well as Iceland, Liechtenstein, Norway, Switzerland and the UK (European Commission, 2024d). For the sick pay database, the comparative tables and the data on self-employed were used (European Commission, 2024b, 2024c).

Mutual Information System on Social Protection of the Council of Europe (MISSCEO).
MISSCEO produces comparative tables on social protection systems for member states of the Council of Europe that are not members of the EU's MISSOC network (Council of Europe, 2024). It was used to get an overview of the sick pay legislation for Albania, Serbia, Montenegro, North Macedonia and Türkiye.

Social Security Programs Throughout the World.
A publication by the SSA (Social Security Administration) that outlines the principle features of social security programs in 170 countries. The publication was discontinued after 2018-2019 (Social Security Administration, 2024).

Paid Sick and Medical Leave Database
This database was published by the WORLD Policy Analysis Center in 2021 and it examines several indicators regarding paid sick leave and sickness benefit schemes of countries worldwide (World Policy Analysis Center, 2021).

Employment, Social Affairs & Inclusion.
This website of the European Commission serves as a guide to national security systems. It provides information about pension rights, unemployment benefits, family benefits and other social security rights country by country (European Commission, 2024a).

3.2 Legislative texts

In cases where information on sick pay was not available in the general sources for certain countries in certain years, this information was supplemented on the basis of national legislation. Laws were consulted in different versions to identify if changes occurred over time.

Albania

Law No. 7703, dated 11.5.1993 on Social Insurance in Republic of Albania (LIGJ Nr. 7703, datë 11.5.1993 PËR SIGURIMET SHOQËRORE NË REPUBLIKËN E SHQIPËRISË)

Law No. 7961, dated 12.7.1995 Code of Labor of Republic of Albania (LIGJ Nr. 7961, datë 12.7.1995 KODI I PUNËS I REPUBLIKËS SË SHQIPËRISË)

Austria

Continued Payment of Wages and Salaries Act (Entgeltfortzahlungsgesetz) 1974

Belgium

Employment Contracts Act (Loi relative aux contrats de travail) 1978

Health Care and Sickness Benefit Compulsory Insurance Act (Loi relative à l'assurance obligatoire soins de santé et indemnités) 1994

Bulgaria

Labour Code (Кодекс на труда) 1986

Social Insurance Code (Кодекс за социално осигуряване) of 1999 (Title amended, SG No. 67/2003)

Croatia

Obligatory Health Insurance Act (Zakon o obveznom zdravstvenom osiguranju) of 2008

Cyprus

Social Insurance Law (Ο περί Κοινωνικών Ασφαλίσεων Νόμος του) No. 59(I)/2010

Czech Republic

Act No. 187/2006 on Sickness Insurance (Zákon o nemocenském pojištení)

Act No. 262/2006 Labor Code (Zákoník práce)

Denmark

Sickness Benefit Act (Bekendtgørelse af lov om sygedagpenge)

Estonia

Health Insurance Act (Ravikindlustuse seadus) 2002

Finland

Employment Contracts Act (Työsopimuslaki) 2001

Health Insurance Act (Sairausvakuutuslaki) 2004

France

Labor Code (Code du travail)

Le site officiel de l'administration française (2024). *Sick leave: daily allowances paid to the employee.* https://www.service-public.fr/particuliers/vosdroits/F3053?lang=en

Social Security Code (Code de la sécurité sociale)

Germany

Continued Payment of Remuneration Act (Entgeltfortzahlungsgesetz) 1994

Hungary

Act LXXXIII of 1997 on the benefits of Compulsory Health Insurance (törvény a kötelező egészségbiztosítás ellátásairól)

Act I of 2012 on the Labour Code (törvény a munka törvénykönyvéről)

Iceland

Act on Health Insurance (Lög um sjúkratryggingar) No. 112/2008

VR Union (2024). *Sickness leave rights*. https://www.vr.is/en/employment-terms/sickness-leave-rights/

Ireland

Social Welfare Consolidation Act 2005

Italy

Law No. 833 of December 1978 instituting the National Health Service (Legge 23 Dicembre 1978 n. 833 – Instituzione del Servizio Sanitario Nazionale)

Latvia

Law on Maternity and Sickness Insurance (Likums par maternitates un slimibas apdrošinašanu) 1995

Lithuania

Law on Sickness and Maternity Social Insurance (Ligos ir motinystes socialinio draudimo istatymas) of 2016 (No-XII-2501)

Luxembourg

Labour Code (Code du Travail)

Malta

Social Security Act (Att dwar is-Sigurta' Socjali) 1987

Subsidiary Legislation 452.101, Minimum Special Leave Entitlement Regulations (L.S. 452.101 Regolamenti dwar Dritt Minimu ta' Leave Speċjali) 2008

Montenegro

The Law on Health Insurance (Zakon o zdravstvenom osiguranju) 2004

The Law on Health Insurance (Zakon o zdravstvenom osiguranju) 2017

The Law on Mandatory Health Insurance (Zakon o obaveznom zdravstvenom osiguranju) 2021

The Netherlands

Civil Code (Burgerlijk Wetboek), Book VII

Sickness Benefit Act (Ziektewet, ZW) 1913

North Macedonia

Law on Health Insurance (Закон за здравственото осигурување) 2000

Law on Labour Relations (Закон за работни односи) 2005

Norway

National Insurance Act (Folketrygdloven) 1997

Poland

Labour Code (Kodeks pracy) 1974

Law on Social Insurance Cash Benefits in Case of Sickness and Maternity (Ustawa o swiadczeniach pienieznych z ubezpieczenia spolecznego w razie choroby i macierzynstwa) 1999

Portugal

Statutory Decree 28/2004 on the Legal Protection System in case of Sickness (Regime jurídico de proteção social na doença)

Romania

Emergency Ordinance of Government (ORDONANȚĂ DE URGENȚĂ nr. 158 din 17 noiembrie 2005) No. 158/2005

Serbia

Employment Act (Закон о раду) 2005

Health Insurance Act (Закон о здравственом осигурању) 2019

Slovakia

Law on Income Replacement in case of employees' temporary incapacity of work (Zákon o náhrade príjmu pri docasnej pracovnej neschopnosti zamestnanca) No. 462/2003

Law on Social Insurance (Zákon o sociálnom poistení) No. 461/2003

Slovenia

Employment Relationship Act (Zakon o delovnih razmerjih) *(Official Gazette of the Republic of Slovenia, No. 21/2013)* 2013

Health Care and Health Insurance Act (Zakon o zdravstvenem varstvu in zdravstvenem zavarovanju) *(Official Gazette of the Republic of Slovenia, No. 72/2006)* 1992

Spain

Ministerial Order (Orden de 13 de octubre de 1967 por la que se establecen normas para la aplición y Desarrollo de la prestación por incapacidad laboral transitoria en el Régimen general de la Seguridad Seocial) 1967

Social Security General Act (Ley General de la Seguridad Social) by Legislative Royal Decree No. 8/2015

Sweden

Försäkringskassen (2024). *Sick Pay*. https://www.forsakringskassan.se/english/for-employers/illness-and-injury/sick-employee-days-1-90/sick-pay

Sick Pay Act (Lag (1991:1047) om sjuklön) 1991

Social Insurance Code (Socialförsäkringsbalk (2010:110)) 2010

Switzerland

Federal Act on Sickness Insurance (Bundesgesetz über die Krankenversicherung) 1994

Federal Act on the Amendment of the Swiss Civil Code, Part Five: The Code of Obligations (Bundesgesetz betreffend die Ergänzungen des Schweizerischen Zivilgesetzbuches, Fünfter Teil: Obligationenrecht)

Türkiye

Social Insurance and Universal Health Insurance Law No. 5510 of 2006 (5510 Sayılı Sosyal Sigortalar ve Genel Sağlık Sigortası Kanunu)

UK

Social Security Contributions and Benefits Act 1992

3.3 Literature

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