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Factsheet for case SI-2020-15/402

Sick leave during pandemic

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Country	Slovenia, applies nationwide
Time period	Temporary, 11 April 2020 - 31 May 2020
Type	Legislation or other statutory regulation
Category	Supporting businesses to stay afloat – Direct or indirect financial support
Case created	09 April 2020 (updated 13 April 2020)

Background Information

Intervention measures to mitigate the effects of the SARS-CoV-2 (COVID-19) infectious disease epidemic on citizens and the economy Act (ZIUZEOP), adopted on 2 April 2020, alleviate the negative consequences of the epidemic on companies exempting them from paying sick leave compensations in the period from 11 April to 31 May 2020 (Article 56). Normally, employers are paying compensations for the first 30 days of sick leave, and the Health Insurance Institute covers those exceeding 30 days of sick leave.

Content of measure

In the period from 11 April to 31 May 2020, an insured person has the right to the sick leave compensation paid by the Health Insurance Institute since the very first day of sick leave. The level of compensation usually depends on the reason for sick leave: it is, for instance, determined at 100% for workplace injuries and 80% for illness. Intervention act (ZIUZEOP) envisages higher compensation levels for infected persons: 90% compensation for those who, according to doctor's instruction, have to be isolated, 100% for those who get infected at the workplace. Healthy persons are not entitled to sick leave compensation, for instance, parents who have to look after small children during the closure of schools and kindergartens; persons who cannot come to work due to the suspension of public transport or border crossing; persons with chronic diseases; and healthy persons who have been in contact with infected people

Use of measure

The measure addresses companies as well as self-employed persons, but not organizations directly or indirectly financed by the state budget. The ultimate date until which companies or self-employed persons may request for sick leave compensations from the Health Insurance Institute is 30 September 2020.

Actors, target groups and funding

Actors	Target groups	Funding
Social insurance	All companies	National funds

Social partners

Role of social partners	Consulted
Form of involvement	Other

Social partners proposed changes to the 'Intervention measures to mitigate the effects of the SARS-CoV-2 (COVID-19) infectious disease epidemic on citizens and the economy Act' (ZIUZEOP).

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 06 April 2020: Health Insurance Institute, 'Odsotnost z dela in bolniški stalež zaradi novega koronavirusa (COVID-19)' [Absence from work and sick leave due to new coronavirus (COVID-19) (www.zzzs.si)
- 10 April 2020: Zakon o interventnih ukrepih za zaježitev epidemije COVID-19 in omilitev njenih posledic za državljane in gospodarstvo (ZIUZEOP) [Intervention measures to mitigate the effects of the SARS-CoV-2 (COVID-19) infectious disease epidemic on citizens and the economy Act (ZIUZEOP),], Official Gazette RS, no. 49, 2020 (www.pisrs.si)