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Factsheet for case NO-2020-12/726

Reduction of employer's responsibility for funding sick leave to three days if illness is Covid-19-related

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Country	Norway, applies nationwide
Time period	Temporary, 16 March 2020 - 31 December 2020
Type	Legislation or other statutory regulation
Category	Income protection beyond short-time work – Paid sick leave
Case created	19 April 2020 (updated 28 April 2020)

Background information

Temporary reduction in employers' funding responsibility for sick pay for employees related to Covid-19 is a measure aimed at companies and the business sector and have as its main objective to reduce costs and improve liquidity during the period of loss of income. The goal is that otherwise healthy and viable companies should not succumb to the fight against viruses. The measure is estimated to entail increased expenses for the state.

Content of measure

Employer's funding responsibility for coronavirus-related sick leave is reduced to three days. In an ordinary situation, the employer must pay sick pay for a period of up to 16 calendar days (the employer period). In its decision 390, 16 March 2020, the Storting asked the government to reduce the employer period for the payment of sick pay to employees from 16 to three days for sick leave related Covid-19. The exemption provision is stipulated in the temporary regulations on exemptions from the National Insurance Act and the Working Environment Act in connection with the corona pandemic, and expires on 31 December 2020 or when the Ministry / King decides. The exemption provision means that the National Insurance Scheme reimburses employers' expenses for sick leave for coronavirus-related absences from day four to day 16. The employer offsets sick pay and may claim reimbursement from the Labor and Welfare Agency for the number of days exceeding three. The temporary reduction in employer funding responsibility for sick pay for

employees related to the coronavirus is estimated on an uncertain basis to result in increased sick pay payments of NOK 4 700 million in 2020.

Use of measure

No information to date.

Actors, target groups and funding

Actors	Target groups	Funding
National government Social insurance	All companies	National funds

Social partners

Role of social partners	Consulted
Form of involvement	Direct consultation

Social partners have been consulted regularly during design and implementation of the measure.

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 20 March 2020: Prop 67 S (2019–2020) Endringer i statsbudsjettet 2020 (www.regjeringen.no)
- 31 March 2020: Innst. 216 S (2019–2020) Innstilling fra finanskomiteen om Endringer i statsbudsjettet 2020 (www.stortinget.no)
- 31 March 2020: Oppdaterte regler om koronarelatert sykefravær og egenmelding (www.regjeringen.no)