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Factsheet for case **EE-2020-11/375**

Sick leave compensation from 1st day

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Country	Estonia, applies nationwide
Time period	Temporary, 13 March 2020 - 01 May 2020
Type	Legislation or other statutory regulation
Category	Income protection beyond short-time work – Paid sick leave
Case created	08 April 2020 (updated 27 April 2020)

Background information

Currently, the first three days of sick leave are not compensated to employees. The days 4-8 are paid by the employer, and as of day 9 by the Estonian Health Insurance Fund (EHIF). Due to the corona outbreak, people are especially advised to stay on sick leave when any sickness symptoms should occur, some people were forced to stay in quarantine. The loss of wage and no sickness benefit for the first three days make the situation very difficult for some people. For this, it is necessary to approve the supplementary state budget by the Parliament, which is currently in progress.

Content of measure

The usual practice is that the first three days of sick leave are not compensated to employees. When the supplementary state budget is approved, the EHIF will compensate those days to all employees irrespective of the reason of the sick leave (i.e. in addition to corona virus, the person can have other disease or injury in order to receive compensation). As usual, the days 4-8 will be compensated by the employer, and then continued by the EHIF. The measure will be valid retroactively as of 13 March (the beginning of the emergency situation) until the end of the emergency situation currently set to 1 May). Those, who have used sick leave and whose first three days were not compensated, receive the compensation retroactively.

Use of measure

No information available about the estimated number of employees using the measure. It is planned to allocate €7.1 million for this measure.

Actors, target groups and funding

Actors	Target groups	Funding
National government Social insurance	Employees	National funds

Social partners

Role of social partners	No involvement
Form of involvement	Other

N.a.

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 27 March 2020: Haigekassa hakkab eriolukorras tasuma esimeste haiguspäevade eest (www.haigekassa.ee)