

EVIDENCE SYNTHESIS BRIEFING NOTE

TOPIC: PAID SICK LEAVE BENEFITS DURING THE COVID-19 PANDEMIC

Information finalized as of February 17, 2021.^a

This Briefing Note was completed by the Research, Analysis, and Evaluation Branch (Ministry of Health). Please refer to the [Methods](#) section for further information.

Purpose: This note summarizes the impact of providing employees with sick leave (paid or unpaid) during the COVID-19 pandemic, including individuals who are ill and have tested positive for COVID-19 and who are awaiting test results.

Key Findings:

- Countries responded to the economic shock resulting from the COVID-19 outbreak and associated containment by introducing social and labour market measures to support workers and their family. This response has, in many countries, included expansion of paid sick leave, which has played a key role in protecting incomes, health, and jobs.
 - Take-up of sick leave benefits: At the peak of the outbreak in March 2020, take-up of paid sick leave roughly tripled in Sweden and doubled in Italy, before reverting to normal levels. In most OECD countries, approximately 4-6% of all employed workers were on paid sick leave in the most critical period.
- Sick leave policies in the United States (US), including the Families First Coronavirus Response Act (FFCRA), have been associated with the following:
 - Economic protection: Job losses and working hour reductions during the COVID-19 outbreak have increased in US states that have no laws for paid sick days.
 - Isolation and physical distancing: After introducing the FFCRA, recipients' daily hours spent at home increased (4.2%), and there were decreases in the average hours not at home per day (7.7%) and working hours (6.1%).
 - Reduced COVID-19 transmission: According to a study (2020) on the COVID-19 emergency sick leave in the US, the FFCRA has helped contain the spread of the virus by permitting infected workers to stay at home; between March 6 and May 22, 2020, the policy was associated with approximately 400 fewer COVID-19 cases per state per day (one case per 1,300 workers), representing a 56% decrease in infections in these states.
 - Reduced transmission of influenza-like-illness (ILI): Several US-based studies have reported that the provision of paid sick leave coverage at state and local levels has induced contagious employees to take sick leave, thereby reducing influenza activity during normal times.

Analysis for Ontario:

- Since the introduction of paid sick leave has been associated with increased physical distancing, reduced transmission of COVID-19 and ILI, and economic protections in other jurisdictions, comprehensive paid sick leave policies that cover all workers in Ontario, including the self-employed, are recommended.

^a This briefing note includes current available evidence as of the noted date. It is not intended to be an exhaustive analysis, and other relevant findings may have been reported since completion.

Supporting Evidence

[Table 1](#) below summarizes the documented effects of introducing leave policies in response to the COVID-19 pandemic. In the Appendix, [Table 2](#) provides details about COVID-19 paid leave policies that are currently in place in selected jurisdictions (Canada [federal], Yukon Territory, United States [US], United Kingdom, New Zealand), and the impact that the Families First Coronavirus Response Act (FFCRA) has had in the US.^{1,2,3,4,5,6,7,8,9} In addition, [Table 3](#) summarizes the expanded access to sickness benefits for self-employed workers across 29 countries in the Organisation for Economic Co-operation and Development (OECD).¹⁰

Table 1: Effects of COVID-19 Leave Policies

Scientific Evidence	<p>Existing Paid Sick Leave Policies</p> <ul style="list-style-type: none"> • A US study (2020) reported that, as of July 2020, guaranteed paid leave for personal illness is currently available in 193 United Nations (UN) member states; 27% of countries do not guarantee paid sick leave from the first day of illness, which is considered to be essential to encouraging workers to stay home when they are sick and therefore preventing spread; 58% of countries do not have explicit provisions to ensure self-employed and gig economy workers have access to paid sick leave benefits.¹¹ <p>Effects of Paid Sick Leave Policies in the United States</p> <ul style="list-style-type: none"> • <u>Economic protection</u> <ul style="list-style-type: none"> ○ A US study (2020) reported that job losses and working hour reductions during the COVID-19 outbreak have increased in states that have no laws for paid sick days.¹² • <u>Isolation and physical distancing</u> <ul style="list-style-type: none"> ○ A US study (2020) reported that after introducing the federal paid sick leave policy, Families First Coronavirus Response Act (FFCRA), recipients' daily hours spent at home increased (4.2%), and there were decreases in the average hours not at home per day (7.7%) and working hours (6.1%).¹³ • <u>Reduced COVID-19 transmission</u> <ul style="list-style-type: none"> ○ The FFCRA has helped contain the spread of the virus by permitting infected workers to stay at home; between March 6 and May 22, 2020, the policy was associated with approximately 400 fewer COVID-19 cases per state per day (one case per 1,300 workers), representing a 56% decrease in infections in these states.¹⁴ <p>Paid Sick Leave and Influenza-like-illness (ILI)</p> <ul style="list-style-type: none"> • <u>Reduced influenza transmission</u> <ul style="list-style-type: none"> ○ Several US-based studies have reported that the provision of paid sick leave coverage at state and local levels has induced contagious employees to take sick leave, thereby reducing influenza activity during normal times.^{15,16,17} For example: <ul style="list-style-type: none"> ▪ A 2020 study reported that mandating employee access to paid sick leave led to a reduction of 290 ILI cases per 100,000 patients per week (11% decline) in the first year after such a guarantee was enacted into law.¹⁸ ▪ A 2017 US-based study reported that controlling for gender, race/ethnicity, education, and income, access to paid sick days was associated with a higher
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	<p>probability of staying home for an employee’s own illness/injury, ILI, or influenza, and for a child’s illness/injury.¹⁹</p> <ul style="list-style-type: none"> ▪ Two US-based studies (2017, 2018) have suggested that improved access to paid sick leave in some regions and cities in the US has reduced influenza-type disease rates by 10%, and total work absence by 18%.^{20,21,22,b} ▪ The 2017 study further reported that population-level influenza-like disease rates decrease after employees gain access to paid sick leave.²³
<p>International Scan</p>	<p>Expansion of Paid Sick Leave Policies</p> <ul style="list-style-type: none"> • COVID-19 has prompted policy responses in many countries, including paid sick leave reforms, aimed at simultaneously protect the health, jobs, and income of sick and quarantined workers.^{24,25} • A July 2020 report from the Organisation for Economic Co-operation and Development (OECD) stated that in response to the COVID-19 pandemic, many countries have resorted to, substantially expanded, or even initiated paid sick leave policies. Crisis response policies now include one or more of the following: <ul style="list-style-type: none"> ○ Strengthening support to employees suffering from COVID-19; extending support to quarantined employees; expanding access to paid sick leave, especially for self-employed workers (see Table 3 for more detail); and lowering the burden of employers to finance paid sick leave.²⁶ (For details, see the OECD’s policy table). ○ Virtually all crisis response policies on paid sick leave were temporary and limited to workers suffering from COVID-19 or placed in mandatory quarantine.²⁷ • <u>Sick leave benefits for self-employed workers</u> <ul style="list-style-type: none"> ○ The OECD report (2020) stated that sickness benefits have been expanded to include self-employed workers in many countries; almost all are time-bound and limited to COVID-19 sickness or quarantine.²⁸ For details, see Table 3. • <u>Take up of sick leave benefits</u> <ul style="list-style-type: none"> ○ The OECD report (2020) stated that at the peak of the outbreak in March 2020, take-up of paid sick leave roughly tripled in Sweden and doubled in Italy, before reverting to normal levels; In most OECD countries, approximately 4-6% of all employed workers were on paid sick leave in the most critical period.^{29,30}
<p>Canadian Scan</p>	<p>Canada’s Sick Leave Policies</p> <ul style="list-style-type: none"> • <u>Unpaid Sick Leave Policies</u>: Since March 2020, the Canadian government and several provinces have introduced unpaid, job-protected leaves to mitigate the impact of COVID-19 (BC, AB, SK, MB, ON, NB, PEI, and NL).^{31,32,33,34,35,36,37,38,39,40} • <u>Paid Sick Leave Policies</u>: In addition, the Canadian federal government and the Yukon have introduced paid sick leave policies: <ul style="list-style-type: none"> ○ The Canada Recovery Sickness Benefit (CRSB) was designed to make it easier for workers to follow public health advice urging people to stay home if they are sick; \$450 after taxes per week are provided for up to two weeks.⁴¹ ○ The Canada Recovery Caregiving Benefit (CRCB) provides income support to employed and self-employed individuals who are unable to work because they must care for a child (under 12 years) or a family member; \$450 after taxes per week are provided for up to two weeks.⁴²

^b The 2018 study on sick leave mandates ([Stearns & White, 2018](#)) was not freely publicly available, and the reported findings are based on information that was included in the article’s abstract.

	<ul style="list-style-type: none">○ Yukon’s Paid Sick Leave Rebate supports workers and self-employed people by providing 10 days of wages per employee to allow for sick leave and/or a 14-day self-isolation period to a maximum daily rebate of \$378.13.⁴³ For details, see Table 2 in the Appendix.
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Methods

The COVID-19 Evidence Synthesis Network is comprised of groups specializing in evidence synthesis and knowledge translation. The group has committed to provide their expertise to provide high-quality, relevant, and timely synthesized research evidence about COVID-19 to inform decision makers as the pandemic continues.

For more information, please contact the [Research, Analysis and Evaluation Branch \(Ministry of Health\)](#).

APPENDIX

Table 2: Selected COVID-19 Paid Leave Policies Across Jurisdictions

Jurisdiction & Program	Program Details	Eligibility Requirements	Duration of Leave	Impact
<p style="text-align: center;">Canada</p> <p>Canada Recovery Sickness Benefit (CRSB)</p>	<ul style="list-style-type: none"> • The CRSB program is administered by the Canada Revenue Agency (CRA). • CRSB provides income support to employed and self-employed individuals who are unable to work for reasons related to COVID-19. • Eligible applicants can receive \$500 (\$450 after taxes withheld) for a one-week period. 	<ul style="list-style-type: none"> • Applicants must be unable to work at least 50% of their scheduled work week because they are self-isolating for one of the following reasons: <ul style="list-style-type: none"> ○ They are sick with COVID-19 or may have COVID-19; ○ They are advised to self-isolate due to COVID-19; or ○ They have an underlying health condition that puts them at greater risk of getting COVID-19. • They did not apply for or receive any of the following for the same period: <ul style="list-style-type: none"> ○ Canada Recovery Benefit (CRB); Canada Recovery Caregiving Benefit (CRCB); Short-term disability benefits; Employment Insurance (EI) benefits; or Québec Parental Insurance Plan (QPIP) benefits. • They reside in Canada; • They were present in Canada; • They are at least 15 years old; • They have a valid Social Insurance Number; • They earned at least \$5,000 in 2019, 2020, or in the 12 months before the date they 	<ul style="list-style-type: none"> • The benefit is available between September 27, 2020 and September 25, 2021. • Applicants can no longer receive CRSB payments after they reach the maximum of two periods (i.e., two weeks).⁴⁴ 	<ul style="list-style-type: none"> • None available.

Jurisdiction & Program	Program Details	Eligibility Requirements	Duration of Leave	Impact
		<p>apply from any of the following sources:</p> <ul style="list-style-type: none"> ○ Employment income (total or gross pay); ○ Net self-employment income (after deducting expenses); ○ Maternity and parental benefits from EI or similar; ○ Québec Parental Insurance Plan (QPIP) benefits; and ○ They are not receiving paid leave from an employer for the same period. 		
<p>Canada</p> <p>Canada Recovery Caregiving Benefit (CRCB)</p>	<ul style="list-style-type: none"> • The CRCB is administered by the Canada Revenue Agency (CRA). • The program provides income support to employed and self-employed individuals who are unable to work because they must care for: <ul style="list-style-type: none"> ○ Their child under 12 years old; <u>or</u> ○ A family member who needs supervised care. • This applies if their school, regular program or facility is closed or unavailable to them due to COVID-19, or because they are sick, self-isolating, or at risk of serious health complications due to COVID-19. • Eligible workers can receive \$500 (\$450 after taxes withheld) for each one-week period. 	<ul style="list-style-type: none"> • Applicants must be unable to work at least 50% of their scheduled work week because they are caring for a family member • Applicant is caring for a child under 12 years old or a family member who needs supervised care because they are at home for one of the following: <ul style="list-style-type: none"> ○ Their school, daycare, day program, or care facility is closed or unavailable to them due to COVID-19; ○ Their regular care services are unavailable due to COVID-19; <u>or</u> ○ The person under care is: <ul style="list-style-type: none"> ▪ Sick with COVID-19 or has symptoms of COVID-19; <u>or</u> ▪ At risk of serious health complications if they get COVID-19; <u>or</u> 	<ul style="list-style-type: none"> • The benefit is available between September 27, 2020 and September 25, 2021.⁴⁵ 	<ul style="list-style-type: none"> • None available.

Jurisdiction & Program	Program Details	Eligibility Requirements	Duration of Leave	Impact
	<ul style="list-style-type: none"> • Applicants must apply each week; they may apply up to a total of 26 weeks between September 27, 2020 and September 25, 2021. 	<ul style="list-style-type: none"> ▪ Self-isolating due to COVID-19. • Applicants did not receive any of the following for the same period: <ul style="list-style-type: none"> ○ Canada Recovery Benefit (CRB); ○ Canada Recovery Sickness Benefit (CRSB); ○ short-term disability benefits; ○ Employment Insurance (EI) benefits; and ○ Québec Parental Insurance Plan (QPIP) benefits. • Applicants reside in Canada. • Applicants are present in Canada. • Applicants are at least 15 years old. • Applicants have a valid Social Insurance Number (SIN). • Applicants earned at least \$5,000 in 2019, 2020, or in the 12 months prior to date of application had income from any of the following sources: <ul style="list-style-type: none"> ○ Employment income (total or gross pay); ○ Net self-employment income (after deducting expenses); and ○ Maternity and parental benefits from EI or similar QPIP benefits. • Applicant is only person in household applying for the benefit for the week. 		

Jurisdiction & Program	Program Details	Eligibility Requirements	Duration of Leave	Impact
<p>Yukon</p> <p>Paid Sick Leave Rebate</p>	<ul style="list-style-type: none"> The Paid Sick Leave Rebate supports Yukon workers and self-employed people without paid sick leave to stay at home if they: <ul style="list-style-type: none"> Become sick; or Are required to self-isolate while still meeting their basic financial needs. The rebate reimburses Yukon employers who pay their employees to: <ul style="list-style-type: none"> Take sick days; and Self-isolate. 	<ul style="list-style-type: none"> Applicant is not receiving paid leave from an employer for the same period. Employers and their employees must be Yukon-based. Yukon-based businesses that meet three of the following: <ul style="list-style-type: none"> Has an office with a physical address in Yukon; Is subject to the Yukon Income Tax Act; Is registered as per the Business Corporations Act or the Partnership and Business Name Act, where applicable; or Has a valid municipal business licence where applicable. Employers who pay employees to take time off for sick leave and need to be in self-isolation due to COVID-19. This rebate is not available to: <ul style="list-style-type: none"> Government of Yukon and its corporations; Government of Canada and its corporations; Yukon First Nation governments; and Municipalities. 	<ul style="list-style-type: none"> The program is in effect from March 26, 2020 to March 31, 2021. A maximum total of 10 days of wages per employee (not including benefits, payroll taxes or deductions) to allow for sick leave and/or for a 14-day self-isolation period. Employers can only access the program once per employee. The maximum daily rebate will be \$378.13 per day per employee.⁴⁶ 	<ul style="list-style-type: none"> None available.
<p>United States</p> <p>Families First Coronavirus Response Act (FFCRA)⁴⁷</p>	<ul style="list-style-type: none"> The FFCRA (March 18, 2020) is a temporary federal paid sick leave mandate that provides paid leave to workers who are ill with COVID-19, are quarantining, or are caring for 	<ul style="list-style-type: none"> All employees of covered employers are eligible for two weeks of paid sick time for specified reasons related to COVID-19. 	<ul style="list-style-type: none"> The FFCRA allows qualified employees: <ul style="list-style-type: none"> Two weeks (up to 80 hours) of paid sick leave at the employee's regular rate of pay; <u>or</u> 	<p><u>Physical Distancing:</u></p> <ul style="list-style-type: none"> A 2020 study evaluated the impact of the FFCRA on physical distancing and reported that after the policy was introduced:

Jurisdiction & Program	Program Details	Eligibility Requirements	Duration of Leave	Impact
	<p>children whose schools and daycares were closed.</p> <ul style="list-style-type: none"> Approximately half the workforce is covered by the FFCRA; businesses with more than 500 employees are exempt. 	<ul style="list-style-type: none"> Employees employed for at least 30 days are eligible for up to an additional 10 weeks of paid family leave to care for a child under certain circumstances related to COVID-19. 	<ul style="list-style-type: none"> Two weeks (up to 80 hours) of paid sick leave at two-thirds the employee's regular rate of pay; and Up to an additional 10 weeks of paid expanded family and medical leave at two-thirds the employee's regular rate of pay.⁴⁸ 	<ul style="list-style-type: none"> The average daily hours at home per day increased 4.2%; The average hours not at home per day and working decreased by 7.7% and 6.1% post-policy.⁴⁹ <p><u>Case Counts:</u></p> <ul style="list-style-type: none"> A 2020 study reported that between March 6, 2020 and May 11, 2020, the FFCRA gave workers new access to guaranteed sick leave was associated with: <ul style="list-style-type: none"> Approximately 400 fewer COVID-19 cases per state per day (~1 case per 1,300 workers), representing a 56% decrease in infections in these states.⁵⁰
<p>United Kingdom</p> <p>Statutory Sick Pay (SSP)</p>	<ul style="list-style-type: none"> SSP is paid by an employer to all employees who are off work because of sickness for longer than three consecutive workdays but fewer than 28 weeks. Applicants must give their employer a fit note^c if they are off sick for more than seven days in a row (including non-working days). 	<ul style="list-style-type: none"> To qualify for SSP applicants must: <ul style="list-style-type: none"> Be classed as an employee and have done some work for an employer; Earn an average of at least \$207.15 CAD per week;^d and Have been ill, self-isolating or 'shielding' for at least four 	<ul style="list-style-type: none"> Applicants can receive \$167.08 CAD per week if they are too ill to work.^e It is paid by their employer for up to 28 weeks.⁵¹ 	<ul style="list-style-type: none"> None available.

^c If an employee is off work with any other illness, they can get a fit note from a GP or hospital doctor that will state the employee is either 'not fit for work' or 'may be fit for work' ([Government of UK, n.d.](#)).

^d The website reported figures of GBP £120. All Canadian Dollars (CAD) amounts were calculated using Purchasing Power Parities (PPPs) as published d by the Organisation for Economic Co-operation and Development (OECD) for 2019 (1 British Pound [GBP] = 1.7429 CAD). PPPs are the rates of currency conversion that eliminate the differences in price levels between countries ([OECD, 2019](#)).

^e The website reported figures of GBP £95.85. All Canadian Dollar (CAD) amounts were calculated using Purchasing Power Parities (PPPs) as published by the Organisation for Economic Co-operation and Development (OECD) for 2020 (1 British Pound [GBP] = 1.7429 CAD) ([OECD, 2019](#)).

Jurisdiction & Program	Program Details	Eligibility Requirements	Duration of Leave	Impact
	<ul style="list-style-type: none"> • Applicants can lose some of their SSP if they do not tell their employer in time. 	<p>days in a row (including non-working days).</p> <ul style="list-style-type: none"> • Applicants will not qualify if they: <ul style="list-style-type: none"> ○ Have received the maximum amount of SSP (28 weeks); ○ Are getting Statutory Maternity Pay; and ○ Are self-isolating after entering or returning to the UK and do not need to self-isolate for any other reason. • Applicants can still qualify if they began a job recently and have not yet received eight weeks' pay. • Applicants can still qualify if they are on furlough. • To claim Statutory Sick Pay (SSP), applicants must inform their employers by the deadline. • If applicants cannot work for seven or more days (including non-working days) they need: <ul style="list-style-type: none"> ○ An 'isolation note' if they are unable to work because COVID-19; ○ A letter or 'shielding note' from a doctor or a health authority advising the applicant to shield because they are at very high risk of severe illness from COVID-19; ○ Notification from the NHS or public health authorities if they have been told to self- 		

Jurisdiction & Program	Program Details	Eligibility Requirements	Duration of Leave	Impact
		<p>isolate because they have come into contact with someone with COVID-19;</p> <ul style="list-style-type: none"> ○ A 'fit note' (or sick note) if they are off sick for another reason; ○ A letter confirming the date of they are procedure if they have been advised to self-isolate before going into hospital for surgery. 		
<p>New Zealand</p> <p>COVID-19 Leave Support Scheme (CLSS)</p>	<ul style="list-style-type: none"> • The CLSS is available for employers, including self-employed people, to help pay their employees who need to self-isolate and can not work from home. This includes workers who: <ul style="list-style-type: none"> ○ Cannot work because they are in one of the affected groups and have been told to self-isolate; and Sick with COVID-19; or ○ Cannot work from home. 	<ul style="list-style-type: none"> • Employers must have employees (or be a self-employed person) who must isolate for the following reasons: <ul style="list-style-type: none"> ○ Sick with COVID-19; or ○ Has been in close contact with someone who has COVID-19; or ○ Are the parent or caregiver of a dependant who has been told to self-isolate; or ○ Have been directed to self-isolate, or are the parent or caregiver of a dependant who has been directed to self-isolate; or ○ Are considered 'higher risk' if they contract COVID-19; or ○ Have household members who are considered 'higher risk' if they contract COVID-19. 	<ul style="list-style-type: none"> • The CLSS is paid as a lump sum and covers two weeks per employee from the date an application is submitted. • The CLSS will be paid at a flat rate of: <ul style="list-style-type: none"> ○ \$538.94 CAD for people who were working 20 hours or more per week (full-time rate); ○ \$322 CAD for people who were working less than 20 hours per week (part-time rate).^{52,f} 	<ul style="list-style-type: none"> • None available.

^f The website reported figures of NZD \$585.80 and NZD \$350.00. All Canadian Dollar (CAD) amounts were calculated using Purchasing Power Parities (PPPs) as published by the Organisation for Economic Co-operation and Development (OECD) for 2019 (1 New Zealand Dollar [NZD] = 0.92 CAD) ([OECD, 2019](#)).

Jurisdiction & Program	Program Details	Eligibility Requirements	Duration of Leave	Impact
		<ul style="list-style-type: none"> • Businesses must be registered and operating in New Zealand. • Employees must be legally working in New Zealand. • Most New Zealand employers and self-employed people are eligible to apply. This includes: <ul style="list-style-type: none"> ○ Registered charities; ○ Non-Government Organisations (NGOs); ○ Self-employed and sole traders; ○ Contractors; ○ Incorporated societies; ○ Post-settlement governance entities; ○ Local government organisations; and ○ Kindergartens and Early Childhood Centres. 		
<p>New Zealand</p> <p>COVID-19 Short-Term Absence Payment</p>	<ul style="list-style-type: none"> • The COVID-19 Short-Term Absence Payment helps businesses keep paying eligible workers who: <ul style="list-style-type: none"> ○ Cannot work from home; and ○ Need to miss work to stay home while waiting for a COVID-19 test result. • The Short-Term Absence Payment is available from February 9, 2021. 	<ul style="list-style-type: none"> • The COVID-19 Short-Term Absence Payment is available for businesses, including self-employed people, to help pay their workers who cannot work from home while they wait for a COVID-19 test result. • It is also available to self-employed workers. 	<ul style="list-style-type: none"> • There is a one-off payment of \$322 CAD for each eligible worker.⁹ • Applicants can only apply for it once, for each eligible worker, in any 30-day period (unless a health official or doctor tells the worker to get another test).⁵³ 	<ul style="list-style-type: none"> • None available.

⁹ The website reported figures of NZD \$350.00. All Canadian Dollar (CAD) amounts were calculated using PPPs as published by the OECD for 2019 (1 New Zealand Dollar [NZD] = 0.92 CAD) ([OECD, 2019](#)).

Table 3. Expanded Access to Sickness Benefits for Self-employed Workers^{54,h}

Jurisdictions	When Sick			In Quarantine	Reform Details
	Before the Pandemic	In Case of COVID-19	Reform Taken?		
Australia	No access ⁱ	● (*) ^j	●	● (*)	<ul style="list-style-type: none"> Self-employed have access to special unemployment benefits for sickness absence due to COVID-19 or quarantine.
Austria	Partial ^k	●			<ul style="list-style-type: none"> Self-employed have access to sickness benefits only if they have voluntary insurance (including for a quarantine).
Belgium	Standard	●			
Canada	Voluntary	●	●	●	<ul style="list-style-type: none"> Self-employed have access to new temporary sickness benefit for sickness absence due to COVID-19 or quarantine.
Costa Rica	Standard	●		● (*)	<ul style="list-style-type: none"> Self-employed in quarantine have access to temporary disability benefits.
Czech Republic	Voluntary	Only if opted for insurance			
Denmark	Standard	●	●	●	<ul style="list-style-type: none"> Two-week waiting period is waived if sickness absence is due to COVID-19 or quarantine.
Estonia	Standard	●	●	●	<ul style="list-style-type: none"> Three-day waiting period is waived if sickness absence is due to COVID-19 or quarantine.
Finland	Standard	●	●	●	<ul style="list-style-type: none"> Special temporary sickness benefit for sickness absence due to COVID-19 or quarantine has no waiting period.
France	Standard	●	●	●	<ul style="list-style-type: none"> Three-day waiting period is waived if sickness absence is due to COVID-19 or quarantine.
Germany	Partial	●		●	<ul style="list-style-type: none"> Self-employed in quarantine can access support that is similar to a sickness benefit (Protection against Infection Act).
Hungary	Standard	●		●	<ul style="list-style-type: none"> No pre-existing waiting period in case of sickness. Self-employed in quarantine have access to sickness benefits.
Iceland	Standard	●	●	●	<ul style="list-style-type: none"> Workers who used up their 12-month sickness benefit entitlement are entitled. Self-employed are entitled to “quarantine payments”.
Ireland	Partial	●	●	●	<ul style="list-style-type: none"> Four weeks instead of two years contribution requirement, \$535.27 CAD

^h Many OECD countries have temporarily eased or extended access to sickness benefits for self-employed workers who are sick with COVID-19 or quarantined. This table captures the available sickness benefits for self-employed workers in June 2020.

ⁱ No access: Compulsory for full-time employees but self-employed workers are excluded.

^j An asterisk (*) implies that self-employed workers are entitled to a benefit other than a dedicated sickness benefit. Not enough information available for Chile, Colombia, Greece, Israel, Japan, Luxembourg, Mexico, Slovenia and Turkey.

^k Partial access: a) eligibility conditions, benefit amounts or receipt durations are less advantageous for self-employed; b) insurance-based and non-contributory benefits co-exist and self-employed can access only the latter; or c) self-employed can choose to declare a lower contribution base while full-time employees pay contributions on full earnings (possibly subject to a ceiling).

Jurisdictions	When Sick			In Quarantine	Reform Details
	Before the Pandemic	In Case of COVID-19	Reform Taken?		
					instead of \$310.46 CAD per week benefit level and six-day waiting period waived if sickness absence is due to COVID-19 or quarantine. ¹
Italy	No access				
Korea	Not Applicable ^m	•	•	•	<ul style="list-style-type: none"> Self-employed have access to new temporary sickness benefit for sickness absence due to COVID-19 or quarantine.
Latvia	Standard	•	•	•	<ul style="list-style-type: none"> One-day instead of ten-day waiting period if sickness absence is due to COVID-19 or quarantine.
Lithuania	Standard	•	•	•	<ul style="list-style-type: none"> Self-employed in quarantine have same access to sickness benefits as private-sector workers.
Netherlands	Voluntary	Only if opted for insurance			<ul style="list-style-type: none"> Self-employed only have access to sickness benefits if they have voluntary insurance, and not in the case of quarantine.
New Zealand	No access	•	•	•	<ul style="list-style-type: none"> Self-employed have access to new temporary sickness benefit for sickness absence due to COVID-19 or quarantine.
Norway	Standard	•	•	•	<ul style="list-style-type: none"> Three-day instead of 16-day waiting period if sickness absence is due to COVID-19 or quarantine.
Poland	Voluntary	Only if opted for insurance		Only if opted for insurance	<ul style="list-style-type: none"> Self-employed have access to sickness benefits only if they have voluntary insurance. The 33-day waiting period still applies in case of COVID-19 and quarantine.
Portugal	Partial	•	•	•	<ul style="list-style-type: none"> Thirty-day waiting period is waived if sickness absence is due to COVID-19 or quarantine.
Slovak Republic	Standard	•		•	<ul style="list-style-type: none"> Self-employed in quarantine have same access to sickness benefits as private-sector workers, without a waiting period.
Spain	Standard	• (*)	•	• (*)	<ul style="list-style-type: none"> Accident insurance if sickness absence is due to COVID-19 or quarantine (higher benefit, longer duration, no waiting period).
Sweden	Standard	•	•	•	<ul style="list-style-type: none"> Seven-day waiting period waived if sickness absence is due to COVID-19; access to special benefit in case of quarantine.
Switzerland	Voluntary	Only if opted for insurance		•	<ul style="list-style-type: none"> Self-employed in quarantine entitled to new sickness benefit (eligibility ended 16 May for those re-opening their business).

¹ The website reported figures of EUR \$350 and EUR \$203. All Canadian Dollar (CAD) amounts were calculated using Purchasing Power Parities (PPPs) as published by the Organisation for Economic Co-operation and Development (OECD) for 2019 (1 EUR = 1.53 CAD). PPPs are the rates of currency conversion that eliminate the differences in price levels between countries ([OECD, 2019](https://www.oecd.org/)).

^m *Not applicable*: No statutory paid sick leave including for full-time employees.

	When Sick			In Quarantine	
Jurisdictions	Before the Pandemic	In Case of COVID-19	Reform Taken?		Reform Details
United Kingdom	Partial	•	•	•	<ul style="list-style-type: none"> • Seven-day waiting period waived if sickness absence is due to COVID-19 or quarantine. Minimum-income floor for means-tested Universal Credit lowered to enlarge coverage.
United States	Not applicable	•	•	•	<ul style="list-style-type: none"> • Self-employed have access to new temporary sickness benefit for sickness absence due to COVID-19 or quarantine.

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