

# SICKENING!

## THE STATE OF SICK PAY IN IRELAND



Ensuring workers are well at work is a basic issue of safety and simply the right thing to do. When workers are unwell they need to rest to recover. When sick workers stay home they reduce the spread of infection and the risk of workplace accidents; they keep others safe.

Almost all European countries legally require employers to continue to pay a worker's wage (in full or in part) if sick and unable to work for a period. If the sickness lasts longer than the sick pay entitlement, Illness Benefit is payable to eligible workers through social insurance.

Workers in Ireland have *no* entitlement to sick pay. Sick pay is at the discretion of the employer. Workers without paid sick leave have to work unwell or claim Illness Benefit.

Voluntary sick pay isn't good enough. ICTU is calling on politicians in all political parties and none to guarantee workers a basic right other European workers have –

# MAKE SICK PAY MANDATORY

### Mandatory Sick Pay by the Employer in High-Income European Countries

**Netherlands** – 2 years @ 70% of a worker's wage

**UK** – 28 weeks @ 20% of the national average wage

**France** – 60-90 days @ 90% for first 30 days

**Austria** – 10-16 weeks @ 100% for the first 6-12 weeks

**Germany** – 6 weeks @ 100% of a worker's wage

**Belgium** – 30 days @ 100% of a worker's wage

**Norway** – 16 days @ 100% of a worker's wage

**Sweden** – 2 weeks @ 80% of a worker's wage

**Finland** – 9 days @ 100% of a worker's wage

**Ireland** – 0

STRONGER TOGETHER

CONGRESS

Irish Congress of Trade Unions

