

## Sickness Benefits in Germany

### **Introduction:**

In case employee sickness, continuation of salary or income is a form of social security. Paid sickness leave offers income security and can improve worker loyalty and reduce worker turnover. In Germany, employees can claim six weeks of sickness leave and additional leaves to take care of children or relatives.

### **Intervention:**

In Germany, the employers are obliged to pay full wages for the sick workers' for up to six weeks. Working parents can also claim sickness benefits to take care of a sick child under the age of 12. Employees can also avail up to ten days of unpaid leave to take care of a close relative in urgent situations.

If the sickness continues for more than six weeks, the German national health insurance compensates employees equivalent to 70 per cent of their salary for a period of up to 78 weeks.

### **Impact/Learnings:**

India can adopt mandatory paid sickness leave for specific number of days and with the flexibility of availing it to take care of family members.

*Source: A Review of Sickness-related Leave in 22 High Human Development Index Countries, Centre for Economic and Policy Research, 2009*