Addressing Health and Economic Inequalities:

The Critical Role of Paid Sick Leave Amidst the Pandemic and Beyond

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The Benefits of Paid Sick Leave

Health Benefits

➢ Reduce infection

➢ Prevent spread in the context of recurrent pandemics

➢ Provide for preventative care

Economics Benefits

➢ Prevent job loss

➢ Prevent income loss

➢ Address the needs of the lowest income workers in periods of unemployment and economic instability

Our Approach

Analyzing national paid sick leave policies in 193 countries

➢ Created a database of original labor, social security legislation and social security systems for all countries

➢ Analyzed by a multilingual, multidisciplinary research team

For 193 countries:
o leave availability
o waiting periods
o duration limits
o wage replacement
o exclusions of workers in precarious or non-standard employment

For 34 OECD countries:
o worker requirements and worker tenure data to measure eligibility
o level of benefits and poverty thresholds for minimum and average wage workers

Are workers entitled to paid sick leave from the first day of illness?
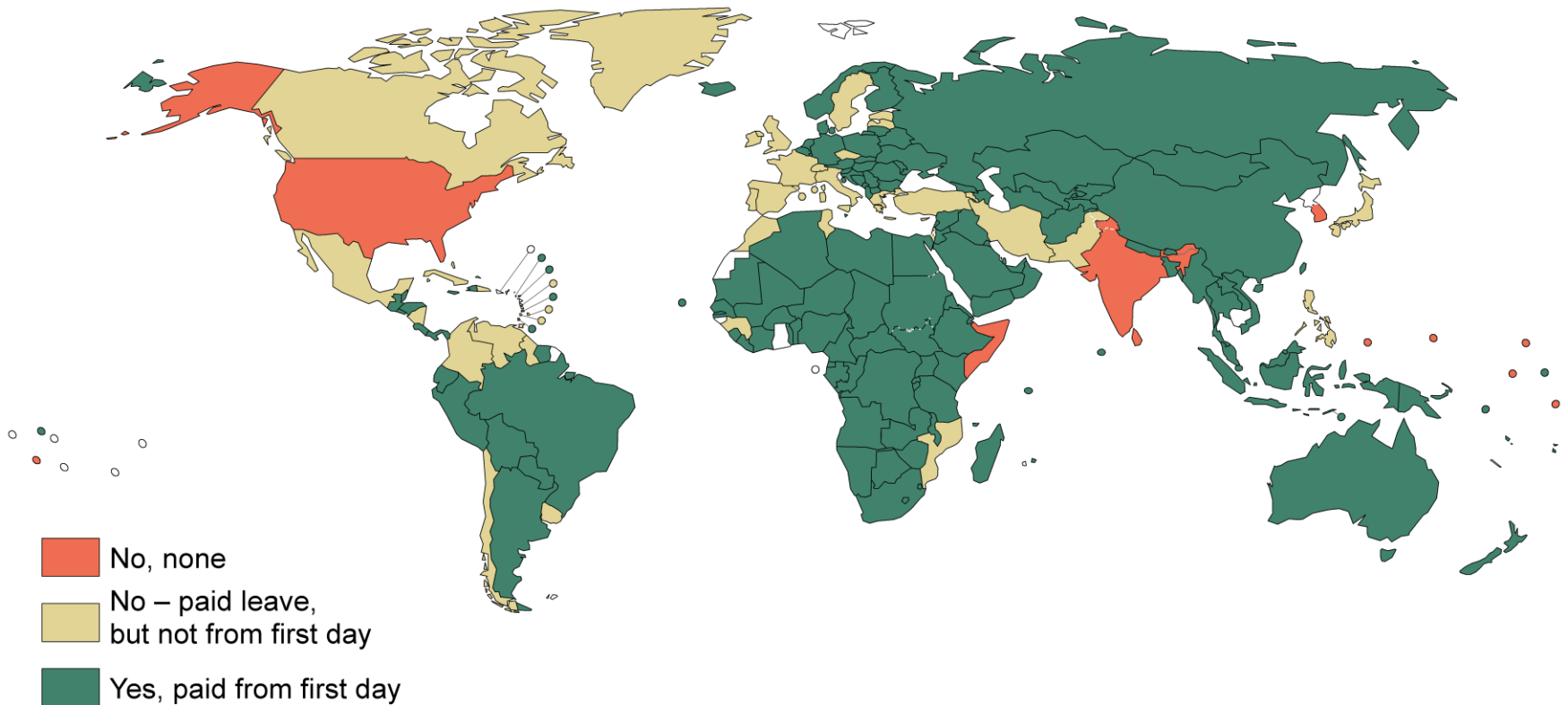
Legend:
- No, none
- No – paid leave, but not from first day
- Yes, paid from first day

Source: WORLD Policy Analysis Center, Adult Labor Database, 2019

Data reflect long-term policies in place as of March 2019 and do not reflect temporary policy changes in response to COVID-19.
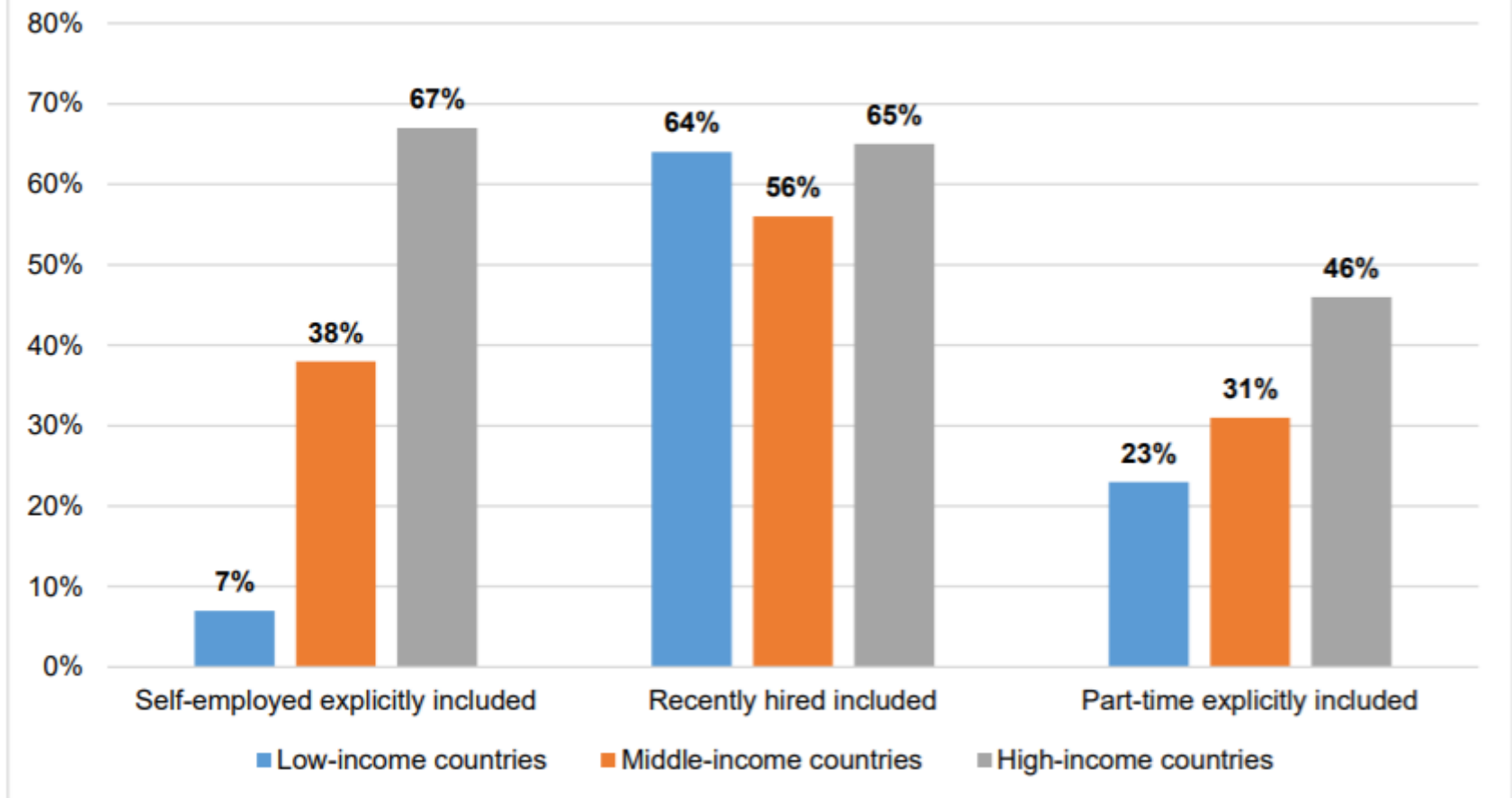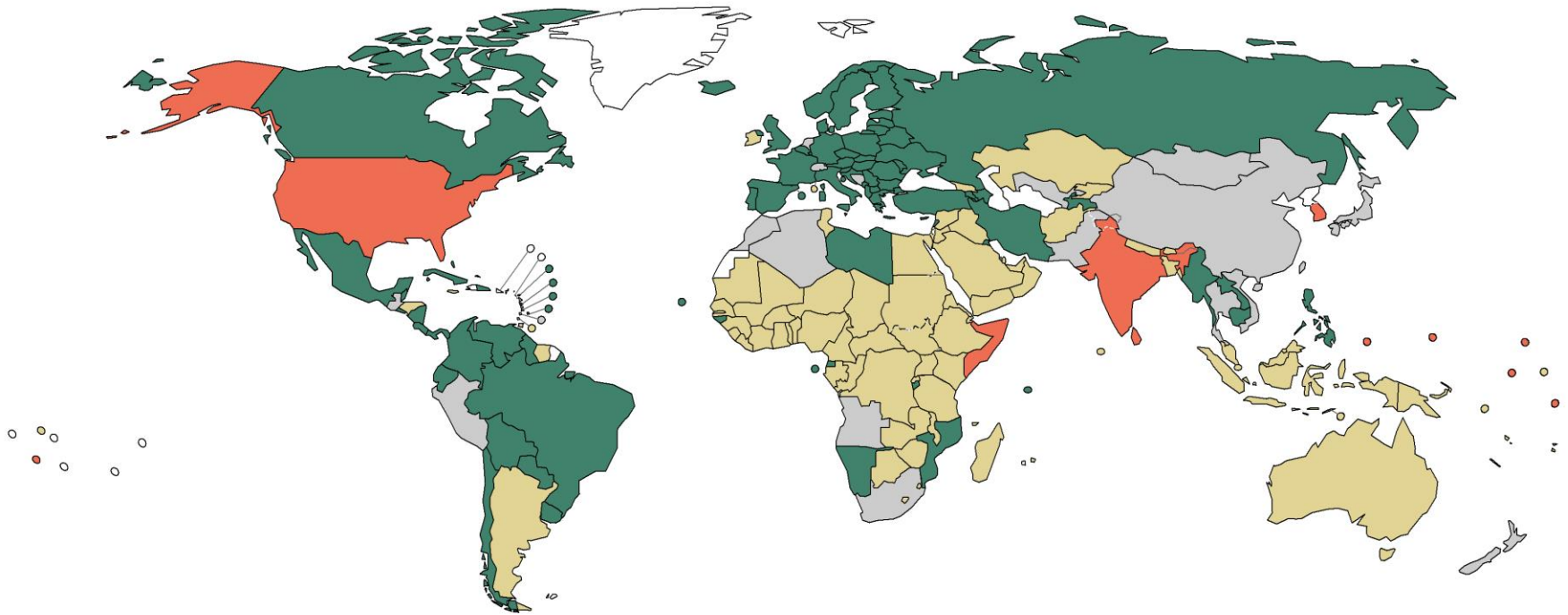
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Are two weeks or more weeks of paid sick leave available to workers?
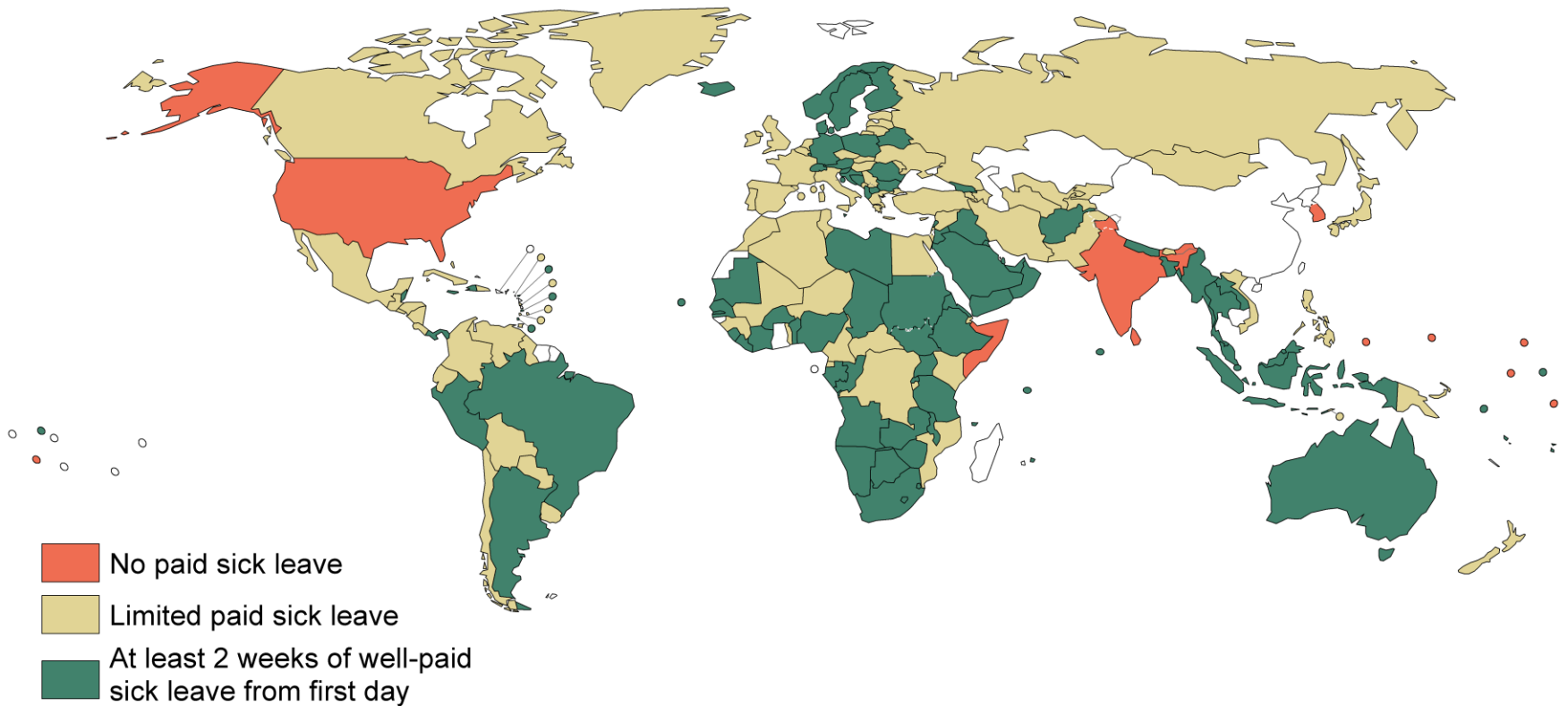
Legend:
- No paid sick leave
- Limited paid sick leave
- At least 2 weeks of well-paid sick leave from first day

Source: WORLD Policy Analysis Center, Adult Labor Database, 2019

Data reflect long-term policies in place as of March 2019 and do not reflect temporary policy changes in response to COVID-19.

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Do countries cover all workers with paid sick leave policies?

	Self-employed explicitly included	Recently hired included	Part-time explicitly included
Low-income countries	7%	64%	23%
Middle-income countries	38%	56%	31%
High-income countries	67%	65%	46%

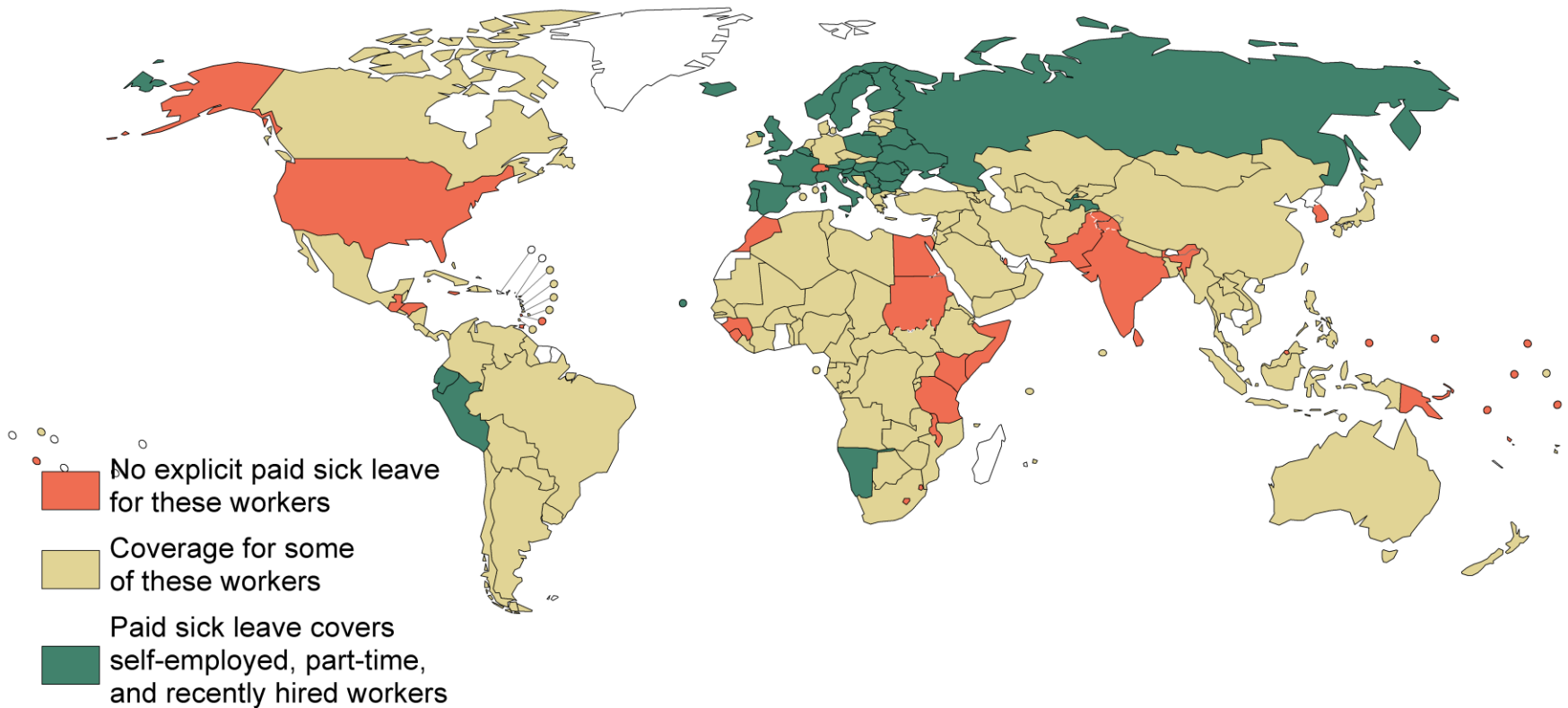# Do countries guarantee self-employed workers access to paid sick leave?

Legend:

- No national paid sick leave guaranteed for any workers
- National paid sick leave, but not for self-employed
- Self-employed guaranteed national paid sick leave
- Not specified in law

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PRELIMINARY DATA, NOT FOR DISTRIBUTION

Does short-term paid sick leave cover self-employed workers, part-time workers, and recently hired workers?

**No explicit paid sick leave for these workers**

Coverage for some of these workers

Paid sick leave covers self-employed, part-time, and recently hired workers

Source: WORLD Policy Analysis Center, Adult Labor Database, 2019

Data reflect long-term policies in place as of March 2019 and do not reflect temporary policy changes in response to COVID-19.

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Average percentage of workers who do not meet minimum tenure requirement for full paid leave for personal health needs benefits, by age group
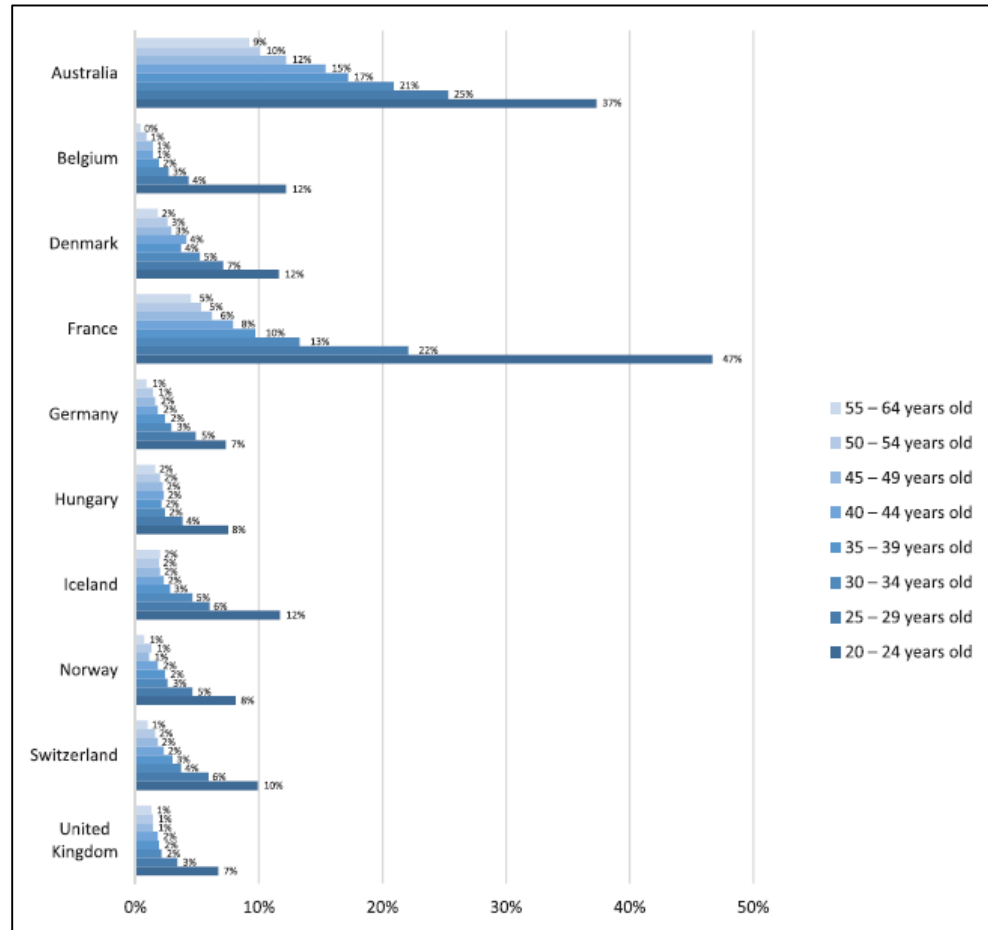
Sample comprises countries that have legislated tenure requirements. OECD Statistics disaggregated data on employee tenure were unavailable for Estonia, Israel, New Zealand, and Sweden.

For OECD countries, paid leave benefits for personal illness for average wage earners: availability and level compared with poverty threshold

Number of countries with	Personal illness		
	Week 1	**Week 3**	**Week 26**
No paid leave	4 (12%)	3 (9%)	6 (18%)
Paid leave	30 (88%)	31 (91%)	28 (82%)
Total	34 (100%)	34 (100%)	34 (100%)
Number of countries with benefits			
Less than 50% of national median income	17 (50%)	11 (32%)	13 (38%)
50% or more of national median income	17 (50%)	23 (68%)	21 (62%)
Total	34 (100%)	34 (100%)	34 (100%)

For OECD countries, paid leave benefits for personal illness for minimum wage earners: availability and level compared with poverty threshold

	Personal illness		
Number of countries with	**Week 1**	**Week 3**	**Week 26**
No paid leave	4 (12%)	3 (9%)	6 (18%)
Paid leave	30 (88%)	31 (91%)	28 (82%)
Total	34 (100%)	34 (100%)	34 (100%)
Number of countries with benefits			
Minimum wages < poverty threshold	2 (7%)	2 (7%)	2 (6%)
Less than 50% of median income	27 (90%)	27 (90%)	28 (90%)
50% or more of median income	1 (3%)	1 (3%)	1 (3%)
Total	30 (100%)	30 (100%)	31 (99%)

Note: Due to rounding, percentage totals may not always add to 100%. Due to missing data on minimum wages, Finland, Italy, and Sweden are omitted from the analysis of benefits relative to median income in all weeks, and Switzerland is omitted from the analysis in weeks 1 and 3. Switzerland has no leave in week 26.

Overview of Additional Data Areas

The **WORLD Policy Analysis Center (WORLD)** has data on more than 2,000 laws, policies, and constitutional protections in 193 countries in areas that affect **human health**, **development**, **well-being**, and **equity,** including:

- ✓ Gender
- ✓ Nutrition
- ✓ Reproductive Health
- ✓ Public and Population Health

- ✓ Income
- ✓ Social Protection
- ✓ Health Care
- ✓ Marriage
- ✓ Education

- ✓ Childhood
- ✓ Families
- ✓ Environment
- ✓ Equal Rights and Discrimination
- ✓ Adult Labor and Working Conditions
- ✓ Child Labor
- ✓ Aging
- ✓ Disability
- ✓ Migration

Data to Answer Our Collective Questions

Policy Data

+

Implementation Data

+

Outcomes Data

=
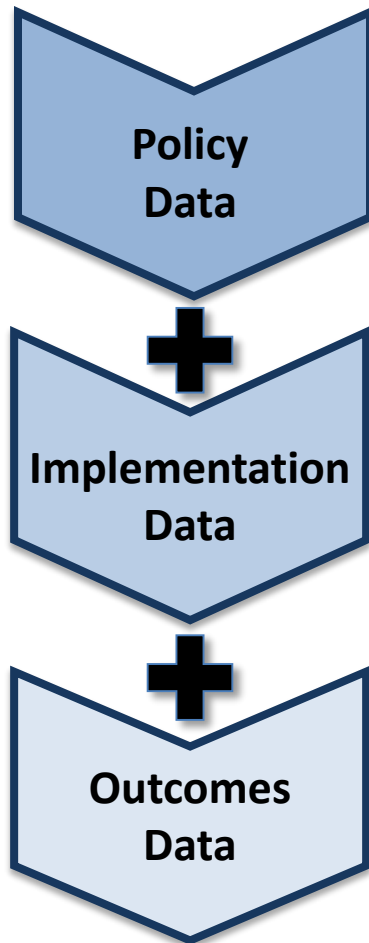
All three data types are required to:

❖ Enable **evidence-based governance, investment,** and **strategy** decisions

❖ Identify **global leaders and laggards**

❖ Establish **monitoring and accountability** of the SDGs and global commitments

❖ Advance rigorous work using cutting edge techniques to **determine which approaches will work to achieve goals at scale**
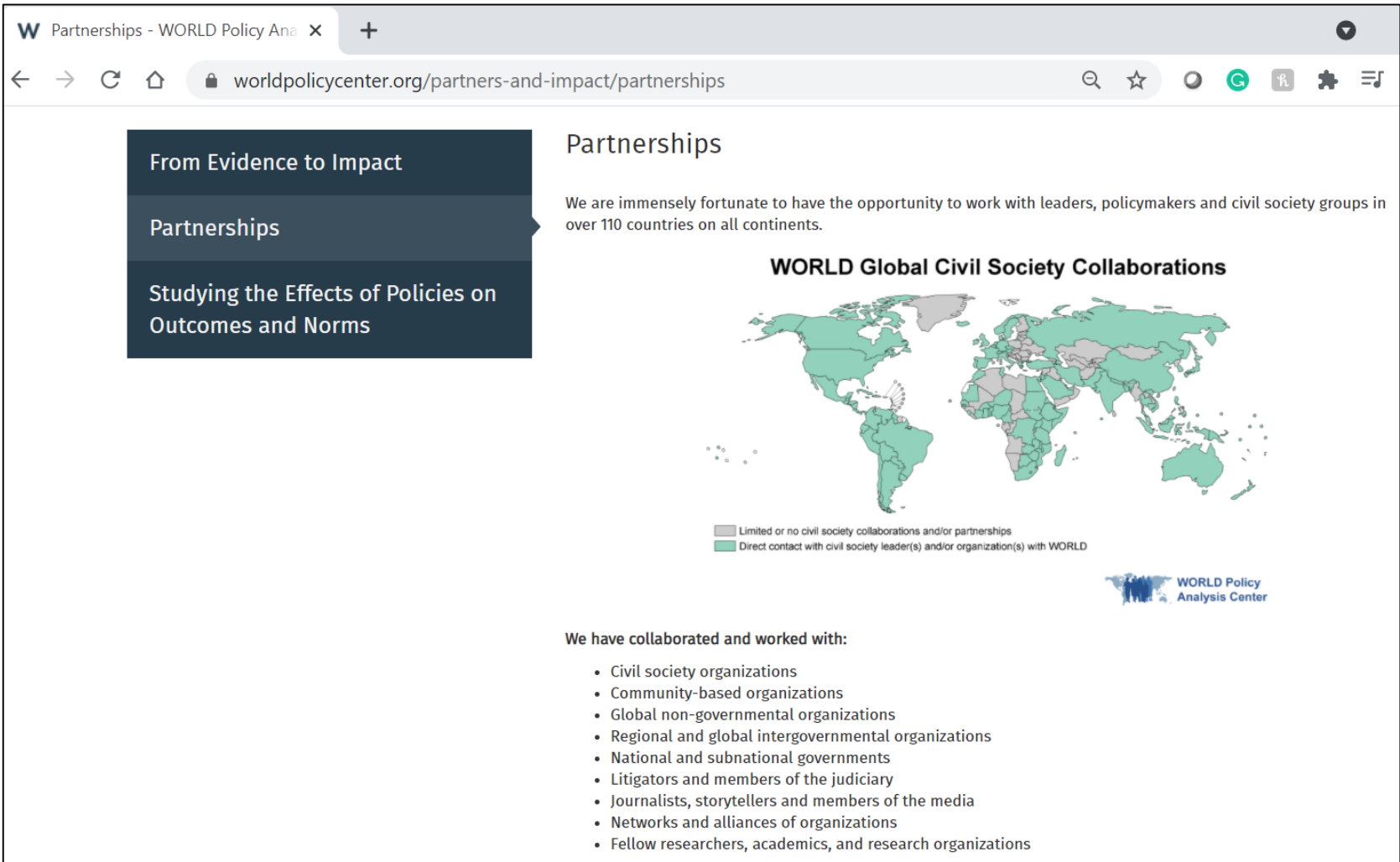
Power of Partnerships

In recent years, WORLD has:

➢ Worked directly in partnership with civil society, lawyers, leaders and advocates from **110+ countries** and **all continents**

➢ Welcomed **350,000+ users** from **230** countries and territories to our website, *worldpolicycenter.org*

➢ Received media coverage in **thousands** of articles in print, online press, TV, digital and radio from all around the world

➢ Co-hosted or hosted workshops and convenings on five continents with leaders from **70 countries**

➢ Trained more than **300** graduate students and fellows to equip the next generation of leaders

➢ Developed over 2,000 law and policy indicators in dozens of areas, with dataset downloads from users in **123 countries and territories**

Working Together to Move Evidence to Impact

We welcome research collaborations and partnerships to move data to impact!

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