

Research on Within-Job Health Disparities

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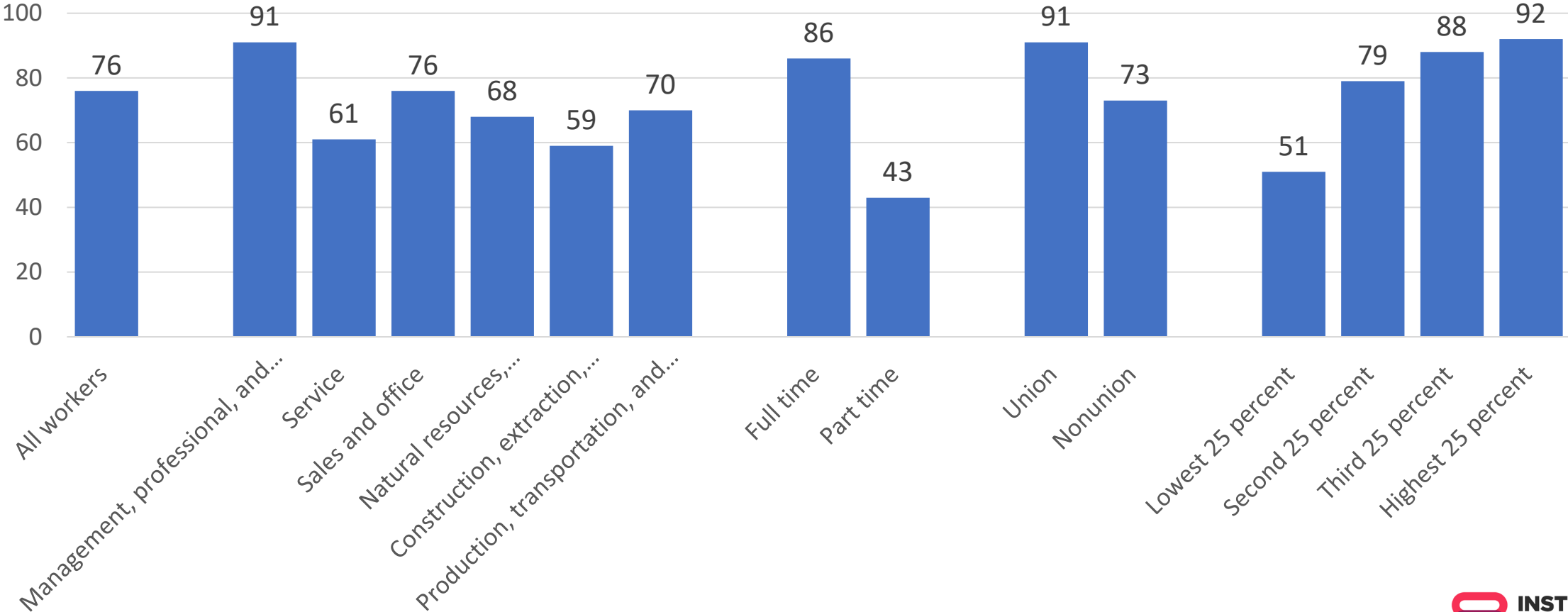


National Compensation Survey

- Establishment survey (“A single economic unit that engages in one, or predominantly one, type of economic activity.”)
- Civilian workers (shown): Those employed in private industry and state and local government.
- Published results for benefits weighted to number of workers.
- Complex data collection design, expert administration.

Unequal Access to Paid Sick Days

Paid sick leave access leave by occupation, schedule, union status, and wage quartile (Civilian workers, All workers = 100 percent)

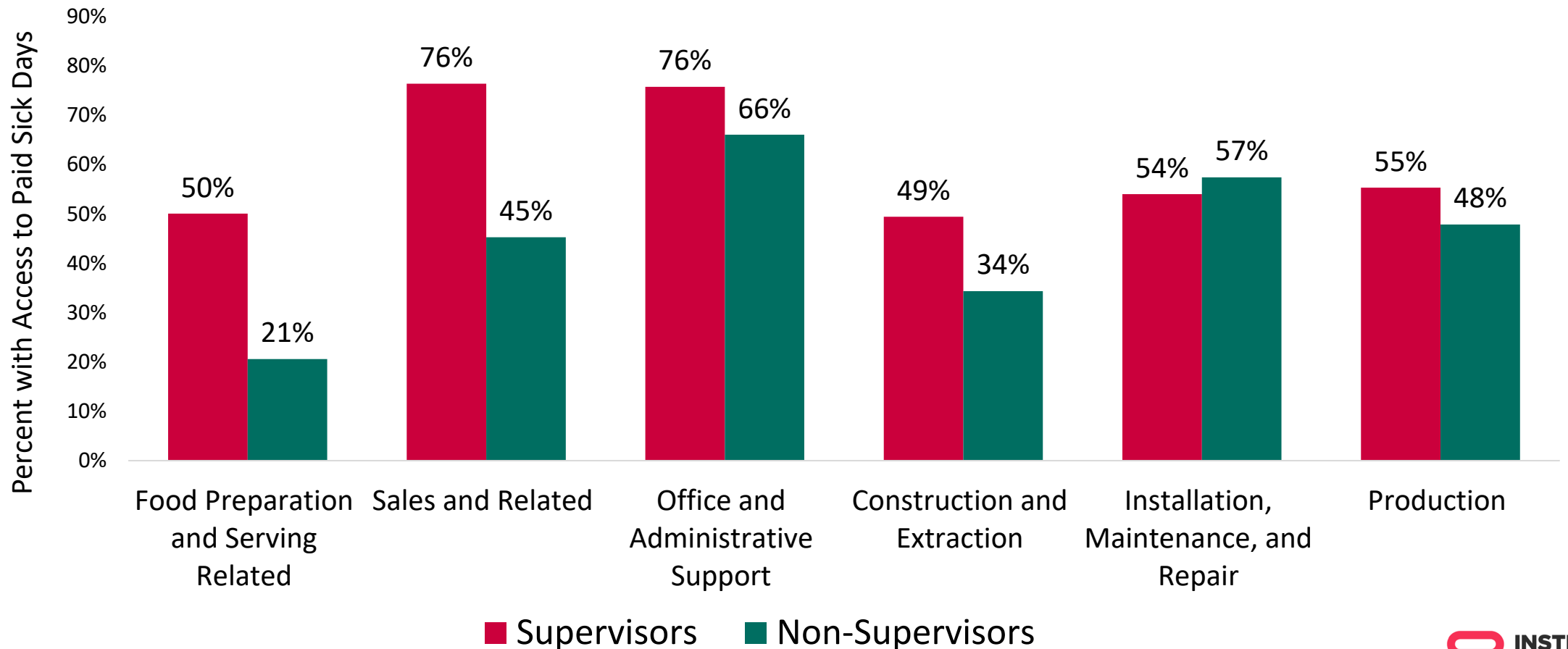


National Health Interview Survey

- Household survey (civilian noninstitutionalized population).
- Household enumeration plus sampled adult, child.
- Population and sampled individual weights.
- Largely stable content since 1997.

Access to Paid Sick Days by Selected Occupations, and Job Levels, 2015

(Employed individuals 18 years and older)



Paid Sick Days – Health Care Access

- Workers with paid sick days are significantly more likely to have had mammograms, Pap tests, and endoscopy, and to have seen a doctor during the previous year than those without the benefit.

[Peipins, et al. 2012. “The lack of paid sick leave as a barrier to cancer screening and medical care-seeking.” *BMC Public Health* 12: 520.]

- Workers without paid sick leave are three times more likely to forgo medical care for themselves, and 1.6 times more likely to forgo medical care for their families, compared with workers who have the benefit.

[De Ringe, et al. 2016. “Workers Without Paid Sick Leave Less Likely to Take Time Off For Illness Or Injury Compared To Those With Paid Sick Leave,” *Health Affairs* 35(3): 520-527.]

- Paid sick days are associated with better self-reported general health among workers, lower likelihood of delayed medical care for themselves or for family members, and lower usage of hospital emergency departments.

[Miller, et al. “Paid Sick Days and Health: Cost Savings from Reduced Emergency Department Visits.” IWPR Report #B301.]

Paid Sick Days – Health Benefits

- Workers with access to paid sick days are 28 percent less likely to be injured on the job than workers without this benefit.

[Asfaw, et al. 2012. "Paid Sick Leave and Nonfatal Occupational Injuries," *American Journal of Public Health* 102(9): e59-e64]

- Google Flu data and the staggered implementation of U.S. sick pay mandates to show, using a reduced-form framework, that population-level influenza-like disease rates decrease after employees gain access to paid sick leave.

[Pichler and Ziebarth. 2019. "The pros and cons of sick pay schemes: Testing for contagious presenteeism and noncontagious absenteeism behavior." *Journal of Public Economics*, Volume 171, Pages 86-104]

- Sick pay mandates causally reduce doctor-certified influenza-like-illness (ILI) at the population level. On average, ILI rates fell by about 11 percent or 290 ILI cases per 100,000 patients per week in the first year..

[https://www.researchgate.net/publication/336832189_Positive_Health_Externalities_of_Mandating_Paid_Sick_Leave.]

Within Jobs Hours and Schedules

Daniel Schneider and Kristen Harknett – The SHIFT Project

It's About Time: How Work Schedule Instability Matters for Workers, Families, and Racial Inequality

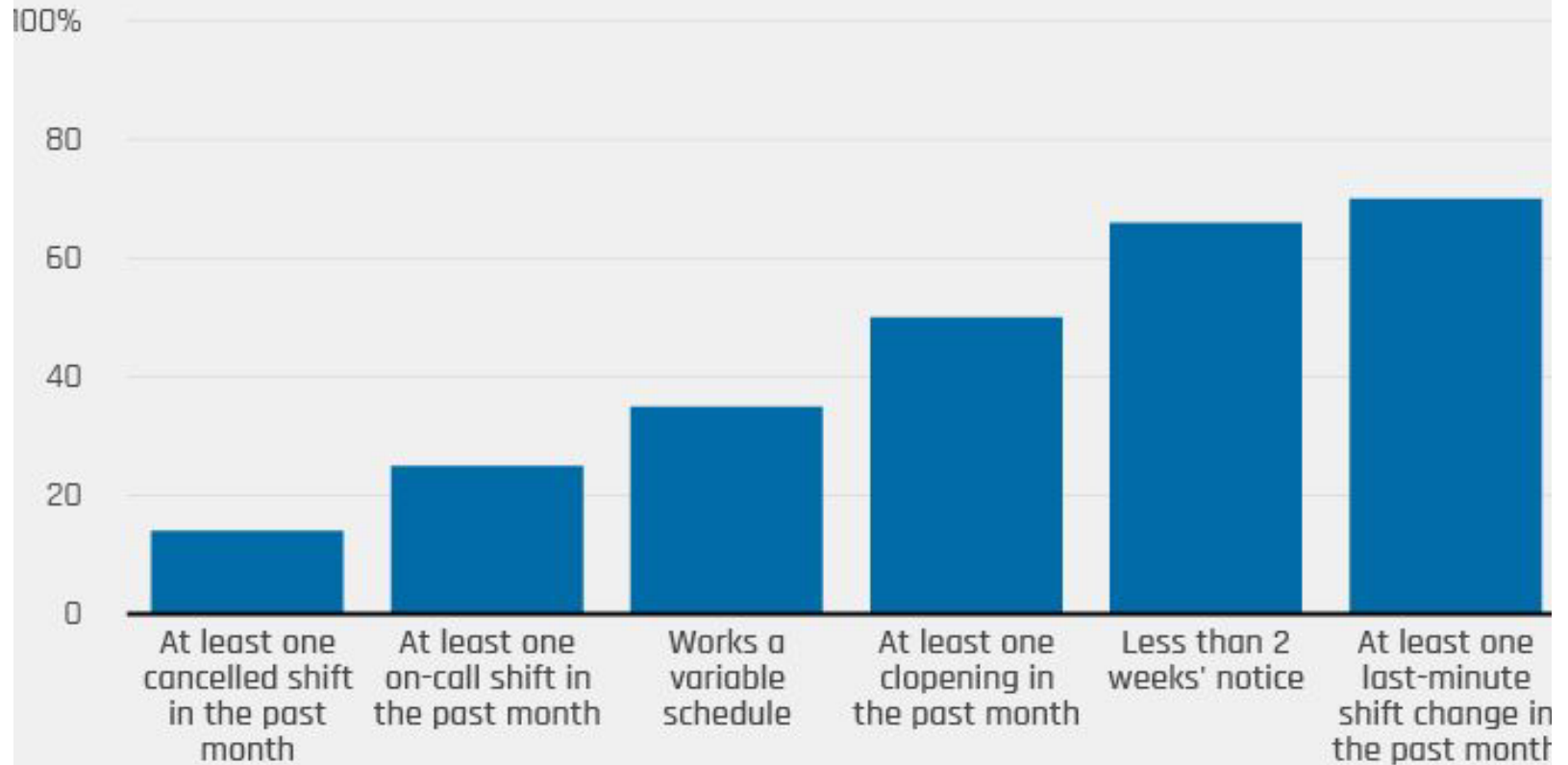
<https://shift.hks.harvard.edu/its-about-time-how-work-schedule-instability-matters-for-workers-families-and-racial-inequality/>

Precarious Work Schedules And Population Health

<https://www.healthaffairs.org/doi/10.1377/hpb20200206.806111/fu>

Low-wage workers have high rates of low-quality schedules

Percentage of U.S. food and retail workers that experience each type of scheduling problem



Note: Clopening shifts are back-to-back opening and closing shifts.

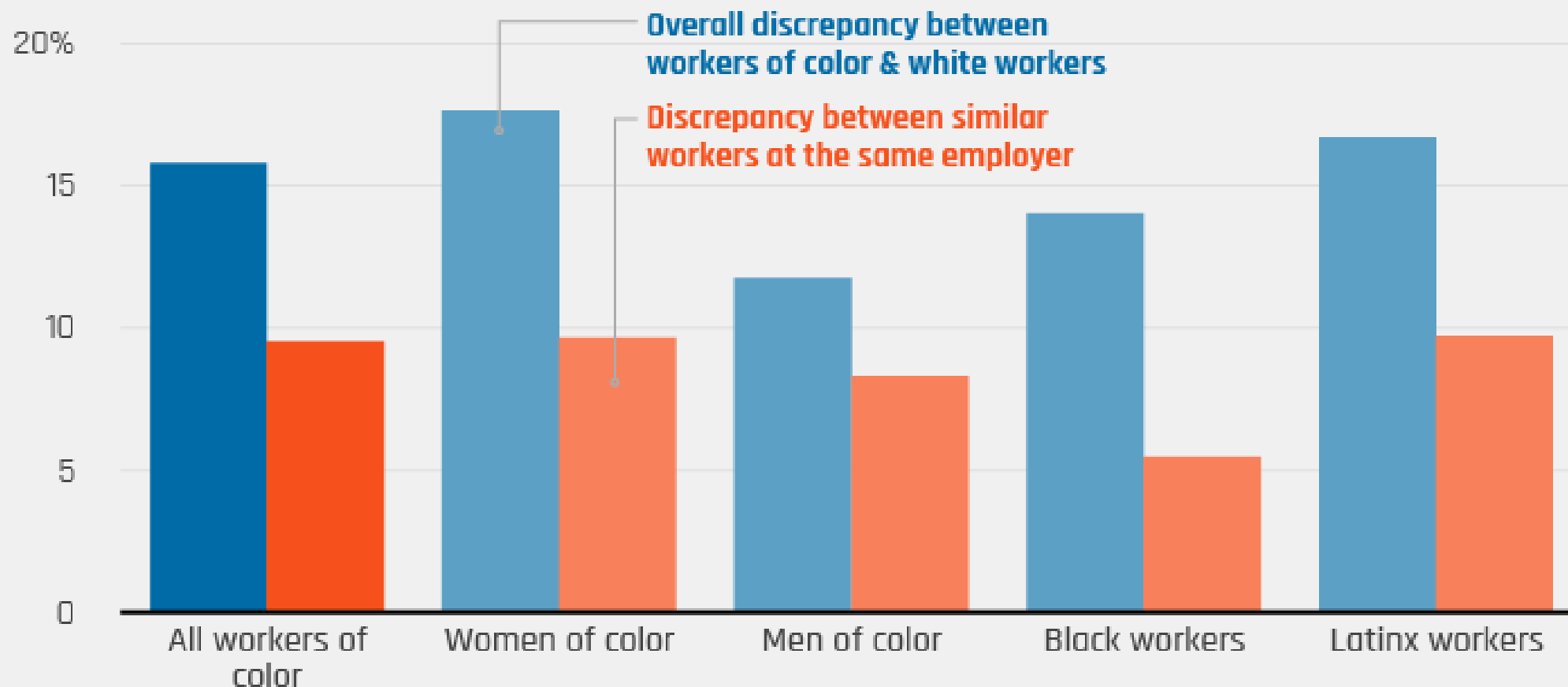
Source: Authors' tabulations from The Shift Project survey.

 Equitable Growth

Figure

Workers of color have worse schedules than their white co-workers

Discrepancy in levels of exposure to unstable and unpredictable scheduling practices between workers of color and white workers at U.S. food and retail companies

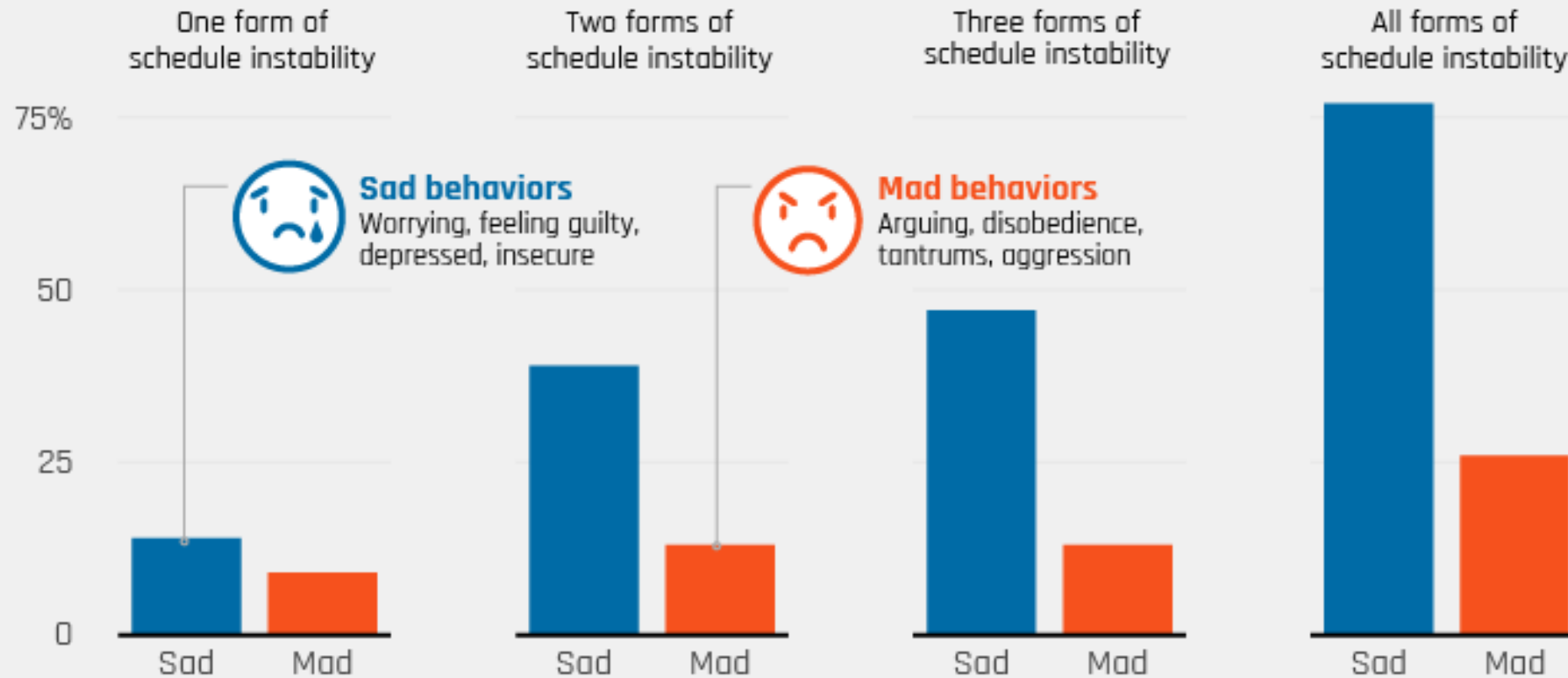


Note: In this context, unstable and unpredictable scheduling practices include cancelled, on-call, and clopening shifts, involuntary part-time work, and difficulty getting time off. The level of exposure is measured by counting the number of these practices workers are exposed to. Analyses of gender subgroups compare women of color to white women, and men of color to white men.

Source: Adam Storer, Daniel Schneider, and Kristen Harknett, "What Explains Race/Ethnic Inequality in Job Quality in the Service Sector?" (Washington, D.C.: Washington Center for Equitable Growth, 2019).

As parents' schedule instability increases, child behavioral problems increase

Increased level of U.S. children's sad and mad behaviors associated with exposure to parents' level of schedule instability relative to children whose parents have stable schedules



Source: Daniel Schneider and Kristen Harknett, "Parental Exposure to Routine Work Schedule Uncertainty and Child Behavior" (Washington, D.C.: Washington Center for Equitable Growth, 2019).

Note: Forms of parental schedule instability include on-call, cancelled, and clopening shifts, and last-minute schedule changes. Sad and mad child behaviors were measured using scales for internalizing and externalizing behaviors constructed from the Child Behavior Check-List Brief Problem Monitor.

Current Events

- Pregnant women may need temporary accommodations. (Sept.17 -- U.S. House of Representatives passed the Pregnant Workers Fairness Act.)
- COVID-19 has highlighted many issues:
 - Balancing paid work and family care responsibilities
 - Who is an “essential” worker?
- Contractors, Consultants, Gig, and other alternative work arrangements
 - CARES Act provided benefits for many of these excluded workers
 - MA has tried to count them as employees for new PFML program