



INSTITUTE FOR WOMEN'S POLICY RESEARCH  
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October 5, 2011

To: Elizabeth Toulan, Senior Attorney Coordinator, Family Economic Initiative and Massachusetts Paid Leave Coalition.

From: Kevin Miller, Ph.D., Senior Research Associate, Institute for Women's Policy Research

Re: Race/ethnicity/gender/personal earnings and access to paid sick days in Massachusetts

IWPR estimates that rates of access to paid sick days for private sector workers, 18 years and older living in Massachusetts are as follows:

<b>Race/ethnicity/gender</b>	<b>Percent with access to paid sick days</b>	<b>Percent without paid sick days</b>	<b>Number with paid sick days</b>	<b>Number without paid sick days</b>
Men	64.5%	35.5%	812,483	447,377
Women	64.1%	35.9%	805,270	451,172
White, non-Hispanic	65.4%	34.6%	1,308,302	692,731
Black, non-Hispanic	62.4%	37.6%	83,131	50,031
Hispanic	51.4%	48.6%	99,452	93,997
Other, non-Hispanic	67.2%	32.8%	126,869	61,789
Total	64.3%	35.7%	1,617,754	898,548

Note: Percentages and figures may not add to totals due to rounding. "Other race" category includes Asian-Americans, but also American Indian or Alaska natives, and individuals reporting multiple race identities. None of these populations were individually large enough for separate estimation, so all were kept in the interests of inclusion.

Source: Institute for Women's Policy Research analysis of 2009-2010 National Health Interview Survey (NHIS).

<b>Personal Earnings</b>	<b>Percent with access to paid sick days</b>	<b>Percent without paid sick days</b>	<b>Number with paid sick days</b>	<b>Number without paid sick days</b>
\$0 - \$24,999	32.8%	67.2%	258,318	535,928
\$25,000-\$64,999	74.8%	25.2%	801,075	272,628
\$65,000+	86.3%	13.7%	558,361	89,992
Total	64.3%	35.7%	1,617,754	898,548

Note: Percentages and figures may not add to totals due to rounding.

Source: Institute for Women's Policy Research analysis of 2009-2010 National Health Interview Survey (NHIS).

## **Methodology**

The methodology employed here controls for both differences in the treatment of race/ethnicity/gender groups and differences in characteristics specific to Massachusetts workers that are correlated with access to paid sick days such as occupation, industry, health insurance coverage, and work hours. The estimates are based in part on an analysis of 24,887 employed, adult respondents to the 2009 or 2010 administrations of the National Health Interview Survey (NHIS) nationwide. Access to paid sick days was estimated using probit regression in STATA 11 for respondent reports of access to paid sick days, and a series of independent variables for the race/ethnicity/gender groups described above, as well as controls for major geographic region, educational attainment, family income, age, work hours (including part-time and long-hour schedules, as well as their interaction with gender), foreign-born status, Latino and Latina immigrants, coverage by private or (separately) public health insurance, marital status (interacted with gender and the presence of dependent children in the household), occupational category, industry of employment, and public sector employment. The regression explained a large fraction of the variance in access to paid sick days (pseudo- $R^2$  of .29). The coefficients were saved and multiplied by the mean values of the same variables from a sample of 24,111 employed, adult respondents to the 2009 American Community Survey who worked in Massachusetts and worked in the private sector, to generate the predicted probabilities of access reported here.

If you have any questions regarding the estimates, please let me know.