



The Impact of Paid Sick Leave Mandates on Women's Employment and Economic Security

Background

- Women, particularly those in lower-wage or part-time jobs, are less likely to receive paid sick leave (PSL) from employers, which may contribute to employment instability and economic hardship.

Study Overview

- Using data from the American Community Survey and a difference-in-differences approach, this study examines the effects of PSL mandates in California, Massachusetts, and Oregon on women's employment rates, wages, and poverty levels before and after policy implementation, with a focus on subgroups most affected by PSL access.

Learn More

- Slopen, M..(2024), The Impact of Paid Sick Leave Mandates on Women's Employment and Economic Security. *J. Pol. Anal. Manage.*.. doi:10.1002/pam.22582
- <https://doi.org/10.1002/pam.22582>

Key Takeaways

- The authors found that PSL mandates led to a 1.2 percentage point increase in women's employment, with the strongest gains among mothers and those without a college degree.
- Women's average income from wages increased by \$2,347 annually following PSL implementation, suggesting improved economic stability.
- This study found a steady decline in poverty rates among women in states that implemented PSL policies, particularly among low-income workers.
- The benefits of PSL were most pronounced for women with children, Latina and Black women, and those without post-secondary education.
- While employment gains plateaued after a few years, wage increases and poverty reductions continued to grow, highlighting the lasting economic impact of PSL policies.