



# Fact Sheet

IWPR #B330

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## Access to Paid Sick Days by Place of Work in the Chicago Metropolitan Area

IWPR estimates that rates of access to paid sick days for private sector workers, 18 years and older working in the Chicago metropolitan area, regardless of their place of residence, are as follows:

**Table 1. Paid Sick Days Access Rates by Sex and Race and Ethnicity**

Sex by Race and Ethnicity	Percent with access to paid sick days	Percent without paid sick days	Number with paid sick days	Number without paid sick days
White men, non-Hispanic:	64%	36%	188,977	108,172
White women, non-Hispanic:	65%	35%	152,827	81,477
Black men, non-Hispanic:	54%	46%	47,950	40,280
Black women, non-Hispanic:	60%	40%	71,086	48,162
Hispanic men:	42%	58%	68,124	93,371
Hispanic women:	47%	53%	50,005	55,957
Other race men, non-Hispanic:	63%	37%	32,006	18,986
Other race women, non-Hispanic:	63%	37%	25,337	14,731
<b>Total Private Sector</b>	<b>58%</b>	<b>42%</b>	<b>636,313</b>	<b>461,135</b>

**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 2011-2012 National Health Interview Survey (NHIS) and 2011 IPUMS American Community Survey (ACS).

**Table 1.a Paid Sick Days Access Rates by Sex and Race and Ethnicity**

Sex and Race and Ethnicity	Percent with access to paid sick days	Percent without paid sick days	Number with paid sick days	Number without paid sick days
Men	56%	44%	337,057	260,809
Women	60%	40%	299,256	200,326
White, non-Hispanic	64%	36%	341,804	189,649
Black, non-Hispanic	57%	43%	119,037	88,441
Hispanic	44%	56%	118,129	149,328
Other, non-Hispanic	63%	37%	57,343	33,717
Total	58%	42%	636,313	461,135

**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 2011-2012 National Health Interview Survey (NHIS) and 2011 IPUMS American Community Survey (ACS).

**Table 2. Paid Sick Days Access Rates by Personal Earnings**

Personal Earnings	Without Access to Paid Sick Days	
	Number	Percent
\$1-\$19,999	214,944	77%
\$20,000-\$34,999	110,735	48%
\$35,000-\$44,999	39,552	31%
\$45,000-\$64,999	41,817	25%
\$65,000+	54,086	20%
<b>Total</b>	<b>461,135</b>	<b>100%</b>

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

**Source:** Institute for Women’s Policy Research analysis of 2011-2012 National Health Interview Survey (NHIS) and 2011 IPUMS American Community Survey (ACS).

**Table 3. Paid Sick Days Access Rates by Occupation**

Occupation	Without Access to Paid Sick Days		With Access to Paid Sick Days	
	Number	Percent	Number	Percent
Management Occupations	25,798	23%	87,710	77%
Business and Financial Operations Occupations	20,724	24%	66,947	76%
Computer and Mathematical Occupations	6,204	16%	33,469	84%
Architecture and Engineering Occupations	2,500	18%	11,499	82%
Life, Physical, and Social Science Occupations	2,009	33%	4,074	67%
Community and Social Services Occupations	5,397	25%	15,954	75%
Legal Occupations	8,202	27%	22,025	73%
Education, Training, and Library Occupations	13,416	42%	18,384	58%
Arts, Design, Entertainment, Sports and Media Occupations	10,558	38%	17,139	62%
Healthcare Practitioner and Technical Occupations	13,901	26%	39,946	74%
Healthcare Support Occupations	9,295	44%	11,625	56%
Protective Service Occupations	9,357	51%	9,133	49%
Food Preparation and Serving Related Occupations	55,696	78%	15,408	22%
Building and Grounds Cleaning and Maintenance Occupations	23,464	56%	18,447	44%
Personal Care and Service Occupations	22,364	71%	9,057	29%
Sales and Related Occupations	56,838	47%	63,952	53%
Office and Administrative Support Occupations	52,576	35%	98,003	65%
Farming, Fishing, and Forestry Occupations	N/A	N/A	N/A	N/A
Construction and Extraction Occupations	32,079	71%	13,363	29%
Installation, Maintenance, and Repair Occupations	12,863	43%	16,731	57%
Production Occupations	33,945	53%	29,526	47%
Transportation and Material Moving Occupations	43,213	56%	33,626	44%
<b>Total</b>	<b>461,135</b>	<b>42%</b>	<b>636,313</b>	<b>58%</b>

Note: Access rates for individuals, 18 years and older, working in the Chicago metropolitan area, regardless of their place of residence. Percentages and figures may not add to totals due to rounding. Source: Institute for Women's Policy Research analysis of 2011–2012 National Health Interview Survey (NHIS) and 2011 IPUMS American Community Survey (ACS).

## Methodology

The methodology employed here controls for both differences in the treatment of sex and race and ethnicity groups and differences in characteristics specific to people that work in the Chicago metropolitan area and 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 32,965 employed, adult respondents to the 2011 or 2012 administrations of the National Health Interview Survey (NHIS) nationwide. Access to paid sick days was estimated using probit regression for respondent reports of access to paid sick days, and a series of independent variables for sex and race and ethnicity groups described above, as well as controls for major geographic region, educational attainment, family income, age, work hours (including part-time), foreign-born status, 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 .31). The coefficients were saved and multiplied by the mean values of the same variables from a sample of 10,270 employed, adult respondents to the 2011 American Community Survey who worked in the Chicago metropolitan area and worked in the private sector, to generate the predicted probabilities of access reported here.

*This fact sheet was prepared by Claudia Williams and Jeff Hayes, Ph.D.*

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