

## Appendix

This paper draws on survey data collected by The Shift Project between September 2017 and November 2021 from hourly service sector workers employed at one of 152 of the largest retail and food service employers. The survey data collection was national in scope and the survey sample includes respondents from all 50 U.S. states and Washington, D.C.

The Shift Project recruits survey respondents using online Facebook/Instagram advertisements, targeted to workers employed at large retail and food service employers. Those who responded to the Shift survey invitation were automatically routed to a survey landing page where they were asked to consent to participate in the study, then began the online self-administered survey using the Qualtrics platform. As an incentive, those who completed the survey and provided contact information were entered into a drawing for a \$500 Amazon gift card. The survey included modules on job characteristics, work schedules, demographics, economic stability, health, parenting, and child outcomes. To screen out invalid survey responses, we used an attention filter (a question that instructed respondents to select a particular response category to verify the accuracy of their responses).

For a detailed discussion of The Shift Project data collection, methodology, and data validation, see: Schneider, D. and K. Harknett. 2022. "What's to Like?" Facebook as a Tool for Survey Data Collection." *Sociological Methods & Research* (1).

In Appendix Exhibit 1, we present descriptive statistics from the Shift Project survey sample from 2017-2021, stratified by gender. The Exhibit shows a number of statistically significant differences between men and women workers in their background characteristics and access to paid sick leave benefits.

Next, Appendix Exhibit 2 displays the geographic areas with paid sick leave laws in effect at the end of 2021. The landscape of state and local laws creates substantial heterogeneity depending by workplace location. For further reference, Appendix Exhibit 3 shows the set of states and localities with paid sick leave laws along with the date of implementation.

This paper uses linear probability regression models to estimate the percent of women and men in the service sector that have paid sick leave benefits. Linear probability models were chosen because our models include interaction terms, which are subject to bias due to rescaling (2). The dependent variable is a measure of paid sick leave benefits, coded 1 if a worker reported that their employer offered that benefit and 0 otherwise.

Exhibit 1 in the paper presents differences in predicted percentages of women and men with paid sick leave benefits after controlling for a set of covariates. We draw on linear probability models that regress a dichotomous measure of paid sick leave benefits (PSL) at the individual-level on female gender (*Fem*) and individual-level covariates ( $\mathbf{X}$ ).

$$PSL_i = a + B_1 Fem + B_k \mathbf{X}_i$$

In the baseline regression model, the covariates,  $\mathbf{X}$ , include race/ethnicity (white, non-Hispanic; black, non-Hispanic; Asian; or other race/ethnicity), age; has a child 0 to 4 years of age, 5 to 9, 10 to 14, or 15 years and above; and whether respondent is married, cohabiting, or not living with a partner.

The human capital model adds controls for educational attainment (no high school degree, high school diploma or GED, or some college and above) and a categorical measure of tenure at current employer (less than 1 year, 1, 2, 3, 4, 5 years, or 6 or more years).

The part-time model adds a dichotomous measure of part-time employment (usual hours less than 30 hours per week).

The sector model adds a categorical measure of industry subsector (grocery store, pharmacy, fast food, casual dining, clothing, department store, building supplies, auto parts, furniture, electronics, sporting goods, miscellaneous retail).

The paid sick leave law and no paid sick leave law estimates in Exhibit 3 are generated by then adding an interaction term for female gender x paid sick leave law. The paid sick leave law measure is compiled from data provided by the National Partnership for Women and Families (3) and is coded 1 in locations/time periods with a paid sick leave law in effect and 0 otherwise.

After estimating each of these regression models, we use the Stata “margins” post-estimation command to generate predicted probabilities of paid sick leave benefits separately for women and for men with covariates set at their mean values. For Exhibit 3, we generate predicted probabilities for women and men in locations/time periods with and without a paid sick leave law in effect. Models are estimated in Stata SE version 16.1.

To adjust for slight skews in the distribution of sample members across states, the estimates of paid sick leave benefits by gender and paid sick leave law coverage incorporate survey weights. These weights are designed to align the proportion of our survey sample in each state with the proportion of service sector workers in non-managerial positions in each state in nationally representative data from the American Community Survey. We construct these weights as the ratio of the state-level service sector labor force size divided by the Shift Project survey sample size in each state. We then normalize weights to have a mean value of 1. We apply this weight in Stata using the pweight option.

In Appendix Exhibit 4, we display the weighted model estimates from Exhibit 3 in the paper alongside estimates using an alternative weight, which aligns our sample with the proportion of the working-aged population in each state. We also include unweighted estimates. In particular, Appendix Exhibit 4 displays the predicted probability of reporting access to paid sick leave benefits for men and women in locations with and without paid sick leave laws in place. The weighted and unweighted estimates are similar.

Exhibit 2 in the paper presents the percent of workers with paid sick leave benefits by the percent female at the industry subsector level. To generate this figure, we aggregate our individual-level survey data to the industry subsector level using the Stata collapse command, which generated the percentages with paid sick leave and percent female for each of the 11 subsectors included in the Shift Project survey data. We then plot these percentages in Exhibit 2 and fit a line to visualize the inverse correlation between percent female and paid sick leave benefits at the industry subsector level.

1. Schneider D, Harknett K. What's to Like? Facebook as a Tool for Survey Data Collection. *Sociological Methods & Research*. 2022 Feb 1;51(1):108–40.
2. Mood C. Logistic regression: Why we cannot do what we think we can do, and what we can do about it. *European sociological review*. 2010;26(1):67–82.
3. Paid Sick Days Statues [Internet]. National Partnership for Women and Families: National Partnership for Women and Families; 2021 [cited 2022 Mar 17]. Available from: <http://www.nationalpartnership.org/our-work/economic-justice/paid-sick-days.html>

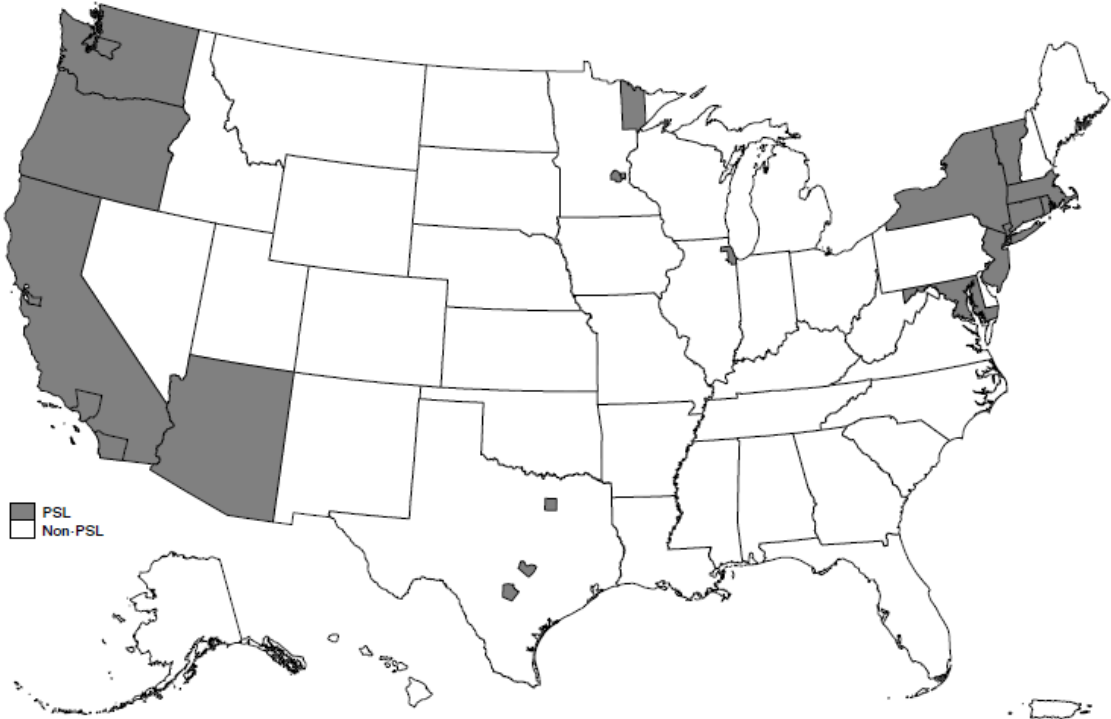
Appendix Exhibit 1. Descriptive Statistics by Gender

	Men (%)	Women (%)	
Receives PSL from employer	54.4	43.5	***
Race-Ethnicity			
White (Non-Hispanic)	78.1	80.7	***
Black (Non-Hispanic)	3.4	3.7	
Hispanic	11.1	9.3	***
Other	7.4	6.4	***
Age			
18-19	11.3	12.3	**
20-29	33.1	29.3	***
30-39	16.9	14.3	***
40-49	12.2	13.2	***
50-59	15.4	19.3	***
60-69	9.6	10.4	**
70+	1.7	1.2	***
Kids			
Kids age <4	8.0	9.2	***
Kids age 5-9	6.7	9.1	***
Kids age 10-14	7.7	10.6	***
Kids age 15+	22.6	35.3	***
Cohabitation			
Married, living with spouse	30.5	29.5	*
Living with a partner	16.4	21.0	***
Not living with a spouse or partner	53.2	49.5	***
Education			
No degree or diploma	3.8	4.5	***
High school diploma/GED	32.0	35.9	***
Some college	64.2	59.6	***
Job Tenure			
less than 1 year	16.2	19.3	***
1 year	12.8	13.6	*
2 years	14.7	14.6	
3 years	11.2	10.5	*
4 years	7.4	6.5	***
5 years	6.6	5.6	***
6 or more years	31.1	29.8	**
Part Time	23.7	33.6	***
Shift Sector			
Misc. Retail	27.9	15.0	***
Department/General Merchandise	15.9	20.5	***
Grocery	22.2	18.5	***
Clothing	1.6	4.6	***
Food Service	29.5	35.3	***
Pharmacy	2.9	6.0	***
Lives in PSL Locale	28.3	25.2	***

Source: Shift Project surveys, 2017-2021

Notes: N=61,223; \*\*\*p<.001, \*\*p<.01, \*p<.05

Appendix Exhibit 2. Paid Sick Leave Mandates Jurisdictions



Source: National Partnership for Women and Families (2021)

Appendix Exhibit 3. Paid Sick Leave laws Locations and Effective Dates

Location	Passed	Effective	Notes
Washington DC	2008	2014	Amended 2013
Connecticut	2011	1/2012	
California	2014	7/2015	2015/16 expansion effective 7/2018
Massachusetts	2014	2015	
Oregon	2015	1/2016	
Vermont	2016	1/2017	Effective 1/2017 for large businesses (LBs); 1/2018 for small businesses (SBs)
Arizona	2016	7/2017	
Washington	2016	1/2018	
Rhode Island	2017	7/2018	
Maryland	2018	2/2018	
New Jersey	2018	10/2018	
New York	2020	9/2020	Accrual effective 9/2020, benefits 1/2021
New Mexico	2021	7/2022	
Colorado	2020	1/2021	Effective 1/2021 for LBs; 1/2022 for SBs

Source: National Partnership for Women and Families

<https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-sick-days/paid-sick-days-statutes.pdf>

Appendix Exhibit 4. Predicted probability of paid sick leave benefits by gender and Paid Sick Leave law

	No Paid Sick Leave law			Paid Sick Leave law	
	Men	Women		Men	Women
(1) Weighted to service sector labor force size	0.431	0.380	***	0.702	0.688
(2) Weighted to state working age population	0.432	0.381	***	0.701	0.687
(3) Unweighted	0.428	0.378	***	0.687	0.669

Source: Shift Project Surveys, 2017-2021 and National Partnership for Women and Families (2021)

Notes: Estimates after controlling for demographics, human capital, part-time employment, and industry subsector. In rows (1) and (2) sample is weighted such that state sample sizes are proportional to the size of the state service sector, non-managerial labor force in the American Community Survey, or the working-age population in a state.