Transforming Research: What it will take for research to catch up with the globalized economy

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Research needs to address historic transformations in:

- Global labor force composition and location
- Nature of work
- Mobility of factories and its implications for the ability of the state to affect conditions
- Changing abilities to respond by workers and employers
Female share of total labor force (%) - North America

Female share of total labor force (%) – Western and Southern Europe

Female share of total labor force (%) - East Asia

Female share of total labor force (%) - Middle East

Opportunities and risks

- **Labor transformation:**
  Opportunity: increased gender equality, opportunity to escape poverty.
  Risk: parental constraints in the availability for caregiving.

- **Urbanization:**
  Opportunity: economic growth and new work possibilities.
  Risk: separation from extended families.

- **Globalization:**
  Opportunity: international organizations could set standards for decent working conditions.
  Risks: pressure on workers to accept low wages and inadequate working conditions.
Enormous Evidence Gaps Include:

- Comprehensive review of global labor conditions on the books
- Examination of their responsiveness to labor force transformations
- Analysis of degree of implementation of labor law globally
- Research on impact of different practices on health and welfare of populations, economic outcomes
- Understanding changing power dynamics
What’s required to begin this agenda:

- Carrying out truly global research or research collaborations
- Research on public and private sector policies and practices, mechanisms of change, impact

Examples of first steps in just one area follow
Maximum Paid Leave (Maternity & Parental) Available to Mothers in Countries Providing Paid Leave

Number of weeks

Number of countries

2-7 8-11 12-13 14-16 17-19 20-39 40-51 52-103 104-155 156+
Maximum Paid Leave (Paternity & Parental) Available to Fathers on Countries Providing Paid Leave

<table>
<thead>
<tr>
<th>Number of weeks</th>
<th>Number of countries</th>
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<tbody>
<tr>
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<tr>
<td>1-6</td>
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<td>104-155</td>
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<td>156+</td>
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Duration of Paid Annual Leave

<table>
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<td>1 week</td>
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<tr>
<td>Over 1 week to 2 weeks</td>
<td>18</td>
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<tr>
<td>Over 2 weeks to 3 weeks</td>
<td>43</td>
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<tr>
<td>Over 3 weeks to 4 weeks</td>
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<td>More than 4 weeks</td>
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Policies that Increase Availability to Care for Family Members

- Paid annual leave: 137 countries
- Maximum length of work week: 134 countries
- Mandatory day of rest: 126 countries
- Evening or night wage premium: 50 countries
Duration of Paid Sick Leave

- 102 countries have 31 or more days
- 33 countries have at least 11-30 days
- 3 countries have less than 7 days
- 1 country has 7-10 days
- 6 countries' days are unspecified
- 102 countries have 31 or more days
Minimum Wage Replacement Rate for Sick Leave

- 74 countries have 50-74 percent wage replacement
- 20 countries have 75-99 percent wage replacement
- 31 countries have 100 percent wage replacement
- 7 countries provide a fixed amount
- 5 countries did not specify a wage replacement rate
- 8 countries have 25-49 percent wage replacement
Next steps will require a global collaboration:

- Examining implementation
- Linking to broader social policy context
- Analyzing impact amidst changing populations and economies
- Supporting necessary foundations of voice and change