
The effects of expanding the generosity of the statutory sick leave insurance: the case of a French reform

Malik Koubi*¹ and Mohamed Ali Ben Halima^{†2}

¹INSEE Paris – INSEE Paris – France

²Centre d'études de l'emploi (CEE) – Ministère du Travail, de l'Emploi et de la Santé, Ministère de l'Enseignement supérieur et Recherche – "Le Descartes I" 29 promenade Michel Simon 93166 Noisy-le-Grand cedex, France

Résumé

This paper evaluates an expansion of employer-mandated sick leave insurance in the French private sector that took place in 2008. The reform is two-folded: the maximal employer waiting period to benefit from complementary payment from the employer was reduced from 10 to 7 days and the minimum required tenure to be entitled from 3 years to 1 year. We use a difference-in-differences method in which control groups are defined according to the collective bargaining agreement (CBA) employees belong to. Indeed, thanks to complementary insurance provided by CBAs, employees were not affected the same way by the reform. We find global significant positive effect of the reform but with great variations according to employees' gender and category. The reduction of minimum tenure requirement was concentrated on a less numerous group but had a bigger impact from the affected individuals viewpoint than the waiting-period fold of the reform.

Mots-Clés: sickness absence, sick pay, collective bargaining agreements, difference, in, differences

*Intervenant

[†]Auteur correspondant: benhalima@cee-recherche.fr